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THREEPENCE

UNITED WE STAND

A "VICTORY Conference" we fore-shadowed in the June journal. So was—but not in the sense we intended. The story celebrated at Blackpool was not the story of the United Nations but that of the E.C., to whom all critics surrendered as completely and unconditionally as Doenitz to Eisenhower five weeks before.

One has but to list the Council's successes to the extent of its triumph; affiliation to the J.C. rejected by a seven to four majority; subscriptions increased to the full level of its demand, less minor concessions willingly granted and a slightly higher rake-off for inches; the ballot buried beyond hope of resurrection; full acceptance of the Council's policy on Whitleyism, salaries, superannuation, reinstatement and resettlement of warriors, branch affiliations, and branch discipline; and rejection of most of the motions of which the Council disapproved.

To those delegates who revel in the clash of controversy, in pitched battles between platform and floor, in the triumph of forlorn causes against seeming hopeless odds, NALGO's last post-war Conference must have been very disappointing. It had none of the fire some of its predecessors. But to those who see the wider view, it will have given deep satisfaction. For its very dullness and apparent docility revealed, as never before, the unity that now pervades the Association. There is no controversy simply because, upon all major issues, the Council, the branches, and rank and file, are agreed. We are united on our objectives—a local government administration that will give to the community a useful, efficient, and intelligent service and to the officer the opportunity of a satisfying career, and adequately rewarded career—based upon the means by which they are to be obtained, of which the most important is the system of joint and friendly negotiation through the National and Provincial Whitley Councils, now beginning to yield such handsome dividends. Such differences as appeared at Blackpool were no more than ripples on the surface of this fundamental unity.

Why So Inarticulate?

UNSATISFACTORY as this is, one must deplore the standard and quality of the debating, which seems to sink lower with each passing year. Why is it that local government officers, who get plenty of opportunity of listening to public discussion in the course of their work, and of taking part in it at branch and district committee meetings, appear, on the whole, to be such poor hands at themselves? Conference heard a dozen or so good speeches, well delivered. But, for the most part, delegates were content to mumble few ill-prepared words into the microphone when they expected Conference to be as bored with the whole business as they were themselves; as, of course, it was. Surprisingly, the affiliation issue, which has produced so

much fire in the past, was this year the dampest squib of all, showing no spark of enthusiasm, no thunder of faith, no flash of original thought. Yet the key to success in a Conference debate is no mystery. Any delegate able to put his point in a few vivid phrases, expressed with conviction and lit by humour, is certain of a hearing and has a good prospect of winning

to assist with organisation work, his place in Birmingham being taken by STEPHEN DUNCAN, assistant district officer in the North West.

The unusual length of the Conference report, combined with strict limitation of paper supplies, compels us reluctantly to hold over reports of the several other meetings at Blackpool and all regular features, such as Readers' Forum, the Roll of Honour, salaries and service conditions notes, the "NALGO Diary," and "Hyperion's" column, together with the result of the film competition. This is particularly unfortunate in view of the fact that, to provide enough paper for this enlarged number we have had to amalgamate the July and August journals and shall not, therefore, be publishing another journal until September. All these features, however—including a full report of the Blackpool meeting of branch public relations officers, possibly the biggest and most invigorating extra-Conference gathering ever held—will appear in September.

P. R. a "Best Seller"

MUCH referred to at the public relations meeting was the report of the NALGO reconstruction committee on Relations between Local Government and the Community, summarised at length in the June journal. This report, after receiving the most lavish press of any NALGO document, has become a "best seller." More than 200 newspapers and periodicals referred to it, the majority—including such national organs as "The Times," "The Manchester Guardian," "The Yorkshire Post" and "The Spectator," according to the dignity of a leading article: in every case save one, the comments were wholly appreciative. Since then, in addition to some 3,400 complimentary copies circulated, more than 5,000 copies have been sold, the bulk to local authorities, many of whom have referred the report to committees for active consideration.

Praise from the Press

The newspaper comments unite in recognising the need for a public relations policy for local government, and many go out of their way to praise NALGO for its far-sightedness and breadth of vision in initiating and carrying out such a policy. A few typical examples may be quoted.

"The local government officers are doing a public service, not only by demanding a more lively interest in their work on the part of the constituencies they serve, but in drawing attention to some of the hindrances to that interest, which can and should be removed. . . . The suggestions of NALGO for the organisation of a public relations system . . . are excellently judged."—"The Times."

"An excellent report . . . the machinery suggested is as admirable as its purpose. . . . All local authorities should adopt the recommendations of this report. . . ."—"Manchester Guardian."

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Owing to the length of the Conference report we have been compelled to hold over reports of the meetings of branch public relations officers and education correspondents, of the annual meetings of the ancillaries, and of the winners of B. & O. Fund trophies, together with such regular features as "Readers' Forum," "The Roll of Honour," "A NALGO Diary," "At Random," and Salaries and Service Conditions. All these will appear in the September journal (as announced last month). "Local Government Service" will not be published in August.)

support. Were every branch wishing to take part to select as its spokesman a man or woman able to do this (and, in a predominantly masculine gathering, a woman starts with a great advantage); and to devote some care to the preparation of his speech, and some time to coaching him in microphone technique, it would carry all before it.

A Grievous Loss

COMING at this time when—as will be seen from the greatly abbreviated list on the next page—Conference has presented the N.E.C. with possibly the most formidable programme it has ever faced, the death of JOHN SIMONDS so soon after his appointment as general secretary is a grievous loss to the Association. It will be difficult for NALGO to find a successor with so wide a knowledge and so keen a grasp of the law as it affects and might affect the local government officer, and so deep an experience of Parliamentary method and procedure. His great work in building up the legal department to its present high level of efficiency and usefulness is well known; his later achievements in co-ordinating consolidating, and preparing for further advance the Association's many other activities were just beginning to have their effect.

As a temporary measure, HADEN CORSER, lately chief organisation officer, has been appointed acting general secretary, and J. E. N. DAVIS, district officer East and West Midlands, has been seconded to Headquarters

"The National Association of Local Government Officers is to be congratulated on the efforts it is making to improve relations between local authorities and the public. Hitherto the Association has been chiefly known as the determined—and successful—champion of the claims of its members, more especially on the financial side. The evidence of a wider outlook given in the very important report it has just issued is welcome and very much to its credit. . . . Very valuable suggestions are made. . . ."—*Sussex Daily News*.

"An important, forthright, and interesting report . . . clear and vigorous call for a close partnership between the local authority, the local government officer, and the citizen, is timely. . . . Local government officers deserve to be commended for urging that a keener public interest needs to be taken in their work."—*Lancashire Daily Post*.

"The most important contribution so far made to the whole subject of local government reform. . . ."—*Ilford Recorder*.

"A document all the more valuable because it is issued by the National Association of Local Government Officers. . . . We urgently commend this report for the attention of every member and every official of local government bodies."—*Kentish Independent*.

"A pamphlet . . . the reading of which should be made obligatory for all members of all public bodies . . . crammed within its 32 pages is a whole mass of intelligent suggestions. . . ."—*Northumberland and Alnwick Gazette*.

"This Alert Organisation"

"This alert organisation [NALGO] which displays as great an interest in the dignifying of the local government service as it does in questions of the pay and working conditions of staffs. . . . The report is vital at the present stage of the turnover from wartime to peacetime activities in which local government authorities will play an important role."—*Romford Recorder*.

"That enterprising and efficient body, the National Association of Local Government Officers has just issued a report. . . . All citizens who take an interest in civic affairs will, of course, read it appreciatively. Those who do not yet take that interest can awaken it for sixpence, the price of the report. . . . About ten million people will have the right to vote for the first time in the forthcoming municipal elections; they will find no better source of information than NALGO."—*Reading Standard*.

"Hitherto principally known for its active interest in officials' salaries and the organisation of enjoyable social functions for its members, the National Association of Local Government Officers has made an important contribution to the future of local government by the publication . . . of a report which should be read and studied by every ratepayer and by every member of a local authority."—*Sussex Express*.

The Association may take legitimate pride in this gratifying praise. But we can do more than this: public relations is far from being the only matter upon which local government officers can make "excellently judged" proposals. Those members who, at the public relations meeting and elsewhere, have urged that NALGO should make its voice more widely heard upon many other topics about which its members are qualified to speak will be glad to know that the N.E.C. has adopted a scheme for the regular publication of similar documents on a wide variety of subjects. It may be some time before this scheme can be launched, but when it is we can be sure that it will enhance still further the Association's prestige and thereby the prestige of every individual member.

The Exhibition Boom

IN yet another way is the public relations policy benefiting members, collectively and individually. Since April, 32 branches have shown the NALGO exhibition, and

bookings have been fixed, or are being negotiated for a further 160, extending already to the end of next year. In many areas, local authorities have co-operated wholeheartedly in making of the exhibition a fascinating and comprehensive display of local civic enterprise.

WHAT CONFERENCE DECIDED

Below are set out in brief the major decisions of Conference:

Resolutions

Affiliation to the T.U.C.—Further consideration deferred.

NALGO Subscriptions—From November 1, 1945, members in the Forces to pay no subscription; retired members to pay 5s. a year as now, members earning up to £52 a year to pay 6d. a month instead of 5d., and all other subscriptions to be increased by one-third, with no change in the rebates to branches.

Ballot of Members—Present rule, leaving determination of NALGO policy in the hands of Conference alone, to stand unchanged.

Housing—A pledge to support the national drive for rehousing.

N.E.C. Elections—Future elections to be by the vote of individual members instead of by branches; members to be supplied with a statement of the NALGO and allied experience of each candidate; separate election of two women members to be abolished.

War Memorial—Report to be presented to next year's Conference setting out alternative schemes for a permanent memorial to members losing their lives in the war.

Holiday Centres—N.E.C. re-empowered to acquire holiday centres.

Referred to N.E.C.

Returning Warriors—Provision of a comprehensive reinstatement scheme, to include a progressive national salary scale with adequate wage at and from 21, regrading, facilities for study and practical experience (including financial assistance and study leave on full pay), wide advertisement of vacancies, and local joint machinery to apply the policy.

Post-Entry Training—Refresher courses for all needing them, with leave on full pay and greater equality of opportunity between administrative and professional or technical officers.

International Contacts—Mutual collaboration and exchange of visits and information with local government officers in the United States, Russia, France and other countries, together with travelling scholarships.

Cost of Living Bonus—A higher bonus, with equality between men and women.

Salaries—Urgent action to secure an adequate national scale, with clarification of positions.

Higher Pensions—An early increase in the amount of pensions, irrespective of income.

Superannuation—Early promotion of a Bill to amend the Superannuation Act to provide, in addition to the improvements demanded by previous Conferences, payment of interest on the contributions of those retiring voluntarily from the service, 60ths for all non-contributory service, and pensions or lump sum payments to officers whose service is terminated by resignation or death.

Transferred Services—Employment in the new service or compensation for all officers affected by the transfer of any service from local authority to Government control.

Salaries of Masters and Matrons of Public Institutions—National Whitley Council to be asked to recommend improved scales and conditions.

Tuberculous Persons—Measures to secure the employment in local government of non-infectious tuberculous persons.

Control of Engagement—Removal of local government from the purview of the appointments department of the Ministry of Labour and of technical staffs from the restrictions imposed by the Undertakings (Restriction of Engagements) Order, combined with the setting up of NALGO machinery to deal with the employment and transfer of officers.

Education Staffs—The N.E.C. to reconsider its decision that officers transferred from district to county councils under the Education Act, 1944, must become members of county branches, and to review the arrangements for membership of county branches.

Of these, Coventry was outstanding, the city council voting £4,000 for the purpose and putting on a show without equal in interest and finish since the big centenary exhibition in Manchester in 1938. Every scrap of the work, including the building and lettering of the stands and the painting of some remarkable pictures illustrating the city's history, was done by the corporation staff and the whole—seen by 32,000 people—was an astonishing

tribute both to the town's civic enterprise and to the enthusiasm and versatility of its officials.

Manchester also arranged a most interesting and well-conceived display, while of towns which made use of the smaller NALGO screens, Malden and Coombe, Kilmarner, Hamilton, Haslingden, and Yarmouth, appear to have been outstanding both in the excellence of their exhibits and the originality of enterprise of their ancillary activities, such as brains trusts, meetings, film shows and visits to municipal activities, and explanatory pamphlets.

Amende Honorable

FINSBURY Borough Council, we are happy to report, has made just and honourable amends to its deputy clerk, and former acting town clerk, H. A. Davey, whose dismissal was the subject of an action by NALGO before the National Arbitration Tribunal in January 1944.

Mr. Davey, as readers of the long report of the case in LOCAL GOVERNMENT SERVICE will recall, was dismissed by the council in 1943 at the instance of Alderman H. Riley, then leader of the majority group, because he refused to comply with improper demands made of him by Alderman Riley. After a two-day hearing, the tribunal found NALGO's case proved and ordered that Mr. Davey be reinstated.

Now, a special committee of the council which has been considering a number of incidents at Finsbury over the past few years has passed the following resolution, which was approved by the full council on June 2.

"That the Council do express to Mr. H. A. Davey, the Deputy Town Clerk, their sincere regret that his action in maintaining the dignity of the office of Acting Town Clerk of Finsbury from July, 1941, to November, 1944, and safeguarding the interests of the Council under such lamentable conditions, should have resulted in an unfavourable manner for him that he be congratulated on his complete vindication by the National Arbitration Tribunal; that they assure him of their confidence in his ability to discharge the duties of local officers to the complete satisfaction of the Council to express the hope that the action inimical to him, disclosed in the District Auditor's Report to have been taken, will not be permitted to prejudice him in his chosen career and that all previous references in the Minutes of the Council in any way detrimental to Mr. Davey be and the same are hereby rescinded. The Finsbury council, and in particular that section of it whose leaders, Ald. C. J. Simmonds, J.P., and Councillor O. H. Richards, J.P., have fought so long for a "clean-up" in the borough, is to be congratulated on an action which does it credit."

NALGO Holiday Guide

THE Association is planning to resume publication next year of the Holiday Guide containing a comprehensive list of holiday addresses, which proved so helpful to members before the war. Readers who know of good hotels, boarding houses, apartments, farms, etc., worthy of inclusion are asked to send their addresses to Headquarters, with details of the type of accommodation, number of visitors taken, and weekly fees.

Mr. A. A. Garrard

WE are asked by A. A. GARRARD, last year's President of NALGO, to inform members that he has now left Hove and returned to his former home at 33, Empress Avenue, Manor Park, London, E.12.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression with the Association. Unless to fact is expressly stated, therefore, views put forward in the journal—whether in the editor's columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.

"LOCAL GOVERNMENT PRIME BUILDER OF BRITAIN OF TOMORROW"

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President's Call for a Square Deal for the Service

Local government will be the prime builder of the Britain of tomorrow . . . the force upon which our future as a nation so greatly depends must be given a square deal—such was the burden of the inspiring address with which the President, A. GARRARD, opened NALGO's first post-war Conference at Blackpool.

ing in this great hall today (said the President), the thoughts of many of us go to June, 1938, when we were last assembled here. At that time, world war was no more than a cloud on the horizon. The correspondents in our own journal were objecting that this new-fangled service Air Raid Precautions was developing a war mentality," and the primary concerns of the Conference were to celebrate the achievement of compulsory superannuation and to press the National Executive Council's campaign for national salary scales for local government officers.

How far, and along how hard a road, have we travelled since then! As a nation, we had for a time alone against the most powerful military force ever gathered into the hands of a tyrant, and later, with the aid of the many Allies who came to our side, we were defeated, utterly and completely. As individuals, we have suffered the terrors of bombing, the anguish of separation, the tragedy of displacement, and many restrictions on our personal liberties. As local government officers, we have undertaken many new responsibilities—civil defence, evacuation, rationing, communal feeding, rehousing the homeless—and we have worked long hours with depleted and untrained staffs; but though it all we have had the satisfaction of knowing that local government has made a great contribution in maintaining the fine scale of the country.

War's Toll of Over 1,700 Members

Of our own colleagues, some of whom were with us in this hall in 1938, more than 40,000 picked up arms in the nation's defence. Of that number, more than 1,700 have made the supreme sacrifice, more than 600 have endured months or years as prisoners of war, many thousands have been wounded, and some 450 have received awards and decorations for gallantry in the field. One NALGO member, Squadron Leader R. A. M. PALMER, a young man as brilliant in promise as he was glorious in performance, has been awarded the Victoria Cross; alas, he did not return to us. We now number in our ranks three holders of the George Cross, and 12 of the distinguished Service Cross, in addition to many other awards.

On the Home Front, too, we have had our losses: 74 killed by enemy bombing, and many honoured for heroic deeds or outstanding service, including two holders of the George Cross, the highest award open to civilians.

To them all, and to the thousands more who, deeds unrecognised, have played their part in our victory, we offer our respectful homage and our heartfelt thanks.

But the tide of sacrifice still flows. Many of our members are now fighting the Japanese, and many more, their task in Europe accomplished, will be going to join them. Some died in the jungles, on the high seas, or in air battles. Some are prisoners in the hands of the cruellest of our enemies; to them we tender our sympathy and our prayers for a speedy return. To all our colleagues in the forces, we pledge our determination to do all in our power to welcome them home, not with warm words alone, but with the prospect of a future far brighter than that to which they looked forward in 1938.

For NALGO, too, the war years have been eventful. Some there were who feared that the Association would suffer a set-back in this war as it did in the last, when membership fell by more than one-half. How far their gloomy forebodings have been belied, we can see today. Our membership stands at more than 133,000—the highest figure it has ever attained, and nearly 30,000 above that of 1939. The Association has not only survived the war unharmed, it emerges from it strengthened, with enthusiasm reinforced and influence enhanced.

A "Charter" for the Service

I do not propose to recount all our wartime triumphs. Successive annual reports have told their inspiring story. It is sufficient to say that we have attained one of the major objectives we set ourselves in 1938—a truly national system for settling with the local authorities all questions of salary and conditions of service by means of collective bargaining through the machinery of national and provincial Whitley Councils. And we are well on the way to attaining the further objectives of a nationally adopted scale of salaries and a generally observed code of service conditions.

The "Charter" for the local government service which the Association has submitted to the National Whitley Council is a document as important to every local government officer as was the Superannuation Bill of 1937. A "Bill of Rights" for the local Government service, it lays down, for the first time, minimum standards of qualification, recruitment, and training for local government officers, prescribes uniform conditions of service, holidays and sick pay, and postulates a national minimum salary and scales, applicable to the great majority of officers.

This Charter is now being considered by the employers' side of the National Council. While it would be unwise to anticipate their final decision, I can tell you that the first three sections—dealing with recruitment and training, service conditions, and the relations between officers and councillors—have all been favourably received. The fourth and most important section, proposing a national minimum salary and scales up to £700 a year will clearly call for longer and more detailed consideration. But we have gone so far along the road that we have no doubt that, given the full backing of the Association, we shall reach our goal.

Uniform National Standards

More important even than the adoption of the Charter is the fact that, once adopted, the terms and conditions it prescribes will become legally binding upon, and enforceable against, every local authority in the country. For the first time in the history of local government, we shall have uniform minimum standards from Land's End to John o' Groats. The powers under which we shall secure that uniformity are given by the Wages Councils Act, which may continue for five years only. It is up to us, in that time, so to strengthen Whitley machinery that, after the period of protection is ended, it will be able to operate effectively without additional legal sanction.

While the reconstruction of the National Whitley Council may be regarded as our

greatest wartime achievement, it is far from being the only one. Only a fortnight ago, the National Whitley Council adopted and agreed to recommend the local authorities a comprehensive scheme for the rehabilitation and reinstatement of all local government officers returning from the Forces. This must, for the next few years, be one of our most urgent concerns. Those of us who served in the last war recall, not without some bitterness, the scant welcome which, in some instances, after the speechmaking and the parades were over, we received on our return to civilian life, and the uphill struggle we had to pick up the threads of a broken career. We are determined that our returning warriors today shall not face a similar experience. We owe them the best that we can provide—and we pledge ourselves to obtain it for them.

We have secured—and, what is more, gained the general adoption of—six revisions of the war bonus award.

We have, despite the strongest opposition of a minority of local authorities, secured the supplementation of the service pay of more than 90 per cent of the local government officers in the Forces.

We have in many ways greatly strengthened the position and improved the prospects of women in the local government service.

We have materially improved our organisation.

We have developed our educational and public relations work and laid the foundations for a big post-war expansion of both activities. We have improved the position of all the Association's ancillaries.

Great Tasks Ahead

I mention these examples of wartime progress—all achieved in the face of countless difficulties, in the branches, in the districts, and at Headquarters—not in any spirit of complacency, but to demonstrate that the Association is well equipped for the tasks that lie ahead.

How great these tasks will be none of us can yet fully realise. Some hint of the tremendous new responsibilities which are to be placed on local authorities and their staffs during the period of reconstruction was given in the recent White Paper on local government. They are to be primarily responsible for restoring our shattered towns, for building millions of new houses, and for rectifying past errors in town and country planning. They will play a big part in remodelling our educational system. Upon them will fall a large share of the operation of the new National Health Service and of the Government's measures to prevent unemployment.

Local government, in short, will be the prime builder of the Britain of tomorrow. Upon its principal officers and their staffs, and upon the wisdom with which they are directed by the local authorities, will depend the shape of things to come in this island of ours.

What is that shape to be? Is it to be the muddled hotch-potch of beauty and ugliness, mansion and slum, different standards of education, health, and housing, which we have known in the past? Are the facilities and amenities of a full community life to continue to depend upon the financial strength or weakness of the locality in which the citizen lives? Or is it to be a Britain of which its sons and daughters will be proud, where all will have equal access to houses in which to make beautiful homes, to open spaces in which to play and enjoy God's fresh air, to education and culture, whether for work or leisure, to



medical and hospital services which will ensure a healthy life? The answer rests with the people of Britain. They must see to it that the local government service to which will be entrusted the administration of the work of post-war reconstruction is efficient and adequately rewarded for its labours.

It is time to speak plainly. For more than a hundred years the local government service of this country has been the Cinderella of our public services. It has grown up haphazardly, often without plan or purpose. Even today, the standards of remuneration of the majority of local government officers are far below the standards of other classes of public servants, or of those doing work of comparable importance and complexity in trade and industry.

The fact that the local government service has done so much and has done it so well is a tribute to the officers themselves rather than to those, whether in the Government or in the local authorities, who are responsible for its organisation and working conditions. Almost every move towards the provision of a better service has come, not from without, but from within, not from above, but from below.

Who led the campaign for better standards of recruitment, qualification and training of local government staffs? Not Parliament, not Whitehall, not the local authorities, but NALGO.

Who provided examinations, scholarships, university courses, professional education, and summer and week-end schools? The officers themselves, through NALGO.

Who fought through years of setback and disappointment for the regulation of salaries and service conditions by the orderly method of joint negotiation rather than by the cut-throat method of demand and the threat of strike? NALGO.

Who first developed the idea of a constructive partnership between the service and the citizen, and provided the machinery of public

relations to create it? Again NALGO, and NALGO alone.

Who led the way in reconstruction proposals and first suggested the Boundary Commission which is the keystone of the Government's plans for local government reform? A committee appointed by NALGO.

But the time has now come for the people of Britain, through Parliament and through their elected representatives on the local authorities, to accept their responsibilities. The service, upon which our future as a nation so greatly depends, must be given a square deal.

And so I would say to the nation, you cannot buy health, you cannot buy protection from dirt and disease, you cannot buy education, you cannot buy fine cities and a prosperous countryside, at cut-price rates. Local government can and will give you a land in which you will be proud to live—provided it is staffed by skilled, efficient and contented officers. The tasks before it today call for the best brains, the highest abilities, the nation can provide—men and women of character and with outstanding qualifications. Unless these people can be offered a career and prospects comparable with what is available to them in other walks of life, they will be lost to local government—and local government cannot afford to lose them. I hope that the National Whitley Council and the local authorities will have these considerations well in mind when they come to consider the proposed national salary scales.

As in local government, so in NALGO, we face tremendous tasks. We have to solve the colossal problem of resettling in the service 40,000 officers discharged from the Forces—some of them disabled. We must safeguard the position of our members whose future is threatened by the Government's social insurance proposals. We must resume our education work, for the expansion of which far-reaching plans are now being worked out. We must expand our public relations work, both

as the basis of our bread-and-butter policy and as the key to greater influence and efficiency. We must strengthen our organisation, in the branches, in the districts, and at Headquarters. We must develop our ancillaries, all of which are flourishing today and looking to continued development in the months to come.

We have made a good start already with many of the tasks which lie ahead. During the past year it has been my privilege to visit branches in many parts of the country, where, without exception, I have received a warm welcome. I have spoken to the members of fewer than five district committees and more than a hundred branches, and have been received by the civic heads of 31 towns and cities. It has been a stimulating experience from which I have derived one outstanding impression, namely the extraordinary vigour and enthusiasm there is today in most of our branches.

My report to this Conference, and to the National Executive Council, is this: NALGO was never more alive, never more united, never more highly respected by local authorities, and never more capable than it is today of standing on its own feet and of gaining its objectives by its own efforts.

Let me sum up in one final word. Local government is at the beginning of a new chapter in its history, a chapter of exacting demands and brilliant promise. The local government service to which we are all so proud to belong is ready to meet those demands, to fulfil that promise. It is our task as an Association to equip it for that inspiring crusade—a crusade for health, happiness, and progress towards the old Greek ideal of beautiful goodness. And so let us begin our task today, approaching the agenda before us in unity and with imagination, with enthusiasm, with faith, and with a determination to do what is best for our Association for our service, and for the victorious nation we are so proud to serve.

BLACKPOOL

CONFERENCE

1945



"TALKIES THIS MORNING" read the big poster outside Blackpool's Winter Gardens on Tuesday, as delegates arrived for NALGO's post-war Conference. It was appropriately committal—more so than the newspaper—at its side who, apparently believing that the Blackpool Conference is merely a continuation of the last, plaintively begged the throng to "Buy your Daily Herald"—don't forget your Daily Worker!"

Non-committal—but how accurate! For those delegates who, inspired by reports of past Conferences, came expecting the full range of cinematic flims, with full-throated giants from South Wales singing N.E.C. necromancy, Glasgow Bolsheviks underlining revolution, Leeds racket-busters exhorting holiday-centre machinations, Manchester bers maintaining deadly fire, Harry Allen wooing a bevy of nurses, Teddy Riley lulling the multitude with impassioned oratory, the Knights of the Platform finally scattering opposition to wind up the scene in a glow of rhinoceros patriotism and brotherly love, the proceedings must have been sadly disappointing. There were no fireworks, no battles between floor platform, no "exposures," no fiery exchanges; "Talkies this Morning"—and this afternoon for three long days. The breezes were all left aside, on Blackpool's blustery promenade. And, though for once the loud-speakers worked, the talk that emerged from them was, for the most part, colourless and tame.

Not that Conference was unproductive. It did much useful work, and the N.E.C. will be well satisfied with what another commentator has called its "V-Week." However, let the record speak for itself.

Mayor of Blackpool's Tribute

Prompt at 9.30 on the Tuesday morning, came the Mayor of Blackpool, Councillor J. W. Roberts, J.P., to offer a civic welcome, protesting plaintively at NALGO's habit of beginning work at an hour when he was normally just waking up. But that grouse—shared by those delegates for whom the boarding house breakfast gong had not sounded until nine—did not debar him from a generous mood of praise for the Association.

With its membership of 133,000, he said, the Association now possessed a wonderful power to carry out its work, while its members, spending

more than £200,000,000 a year on housing, health services, education, and other civic activities, carried a tremendous responsibility. They were entitled to congratulation upon the sound and strong position of local government today.

In Blackpool, the relationship between council and officers was a happy one—a state of affairs which he hoped now applied generally throughout the country. Local government officers as a whole had done a "fine spot of work" during the war, amid great difficulties—of which the absence of 40,000 in the Forces was not the least—and deserved all the credit that could be given to them.

Judging from the Annual Report and other documents (which, after a glance at them the night before he had decided to take as read) the Association was in a strong position. Conditions of local government officers were much better than they used to be and, with the assistance of the Whitley Councils, their remuneration was at any rate satisfactory. (A voice: "Not quite!").

As a trade unionist himself—"I am a member of the Law Society, and if you know of a stronger trade union than that I should like to hear of it!"—the Mayor heartily welcomed delegates to Blackpool, "The Conference City."

The President, Mr. A. A. GARRARD, thanking the Mayor and Mayoress for their presence and for their hospitality at the civic reception on the previous evening, expressed keen appreciation of the co-operation of Blackpool Corporation, whose admirable arrangements had almost brought the Association back to the atmosphere of peacetime Conferences. Mr. Garrard apologised to the Mayor for dragging him out of bed so early; but, as he would know, local government officers were early risers.

Miss IVA STANSFIELD, N.E.C., moved a vote of thanks to the Mayoress, and presented her with a bouquet of sweet peas.

After the Mayor and his party had left, the President called on Conference to pay its tribute of respect to the memory of Mr. John Simonds, the late General Secretary—whose death is reported elsewhere—and read the letter from the Ministry of Health which appears on page 366.

B. & O. FUND'S "VINTAGE YEAR"

Better and Wider Benefits Planned

Then followed the announcement, by R. T. SHEARS, chairman of the Benevolent and Orphan Fund committee, of the names of the winners of the trophies and the results of the collections. (Details of these must be held over: they will appear in the September Journal). The year 1944, said Mr. Shears, had been a vintage year for the Fund, and he particularly congratulated the Southern, West Midlands, and North Eastern districts, which had headed the list, in the same order, for two years in succession. In the past eight years, the "Sir Homewood Crawford" Shield had been won by district committees in the South seven times and by the North Eastern district once; possibly members in the South were more thankful to be alive than those in the North.

Since 1943, members of the Association had contributed £56,000 to the Fund, making, with the amounts received from investments, the record total of £61,300 for the two years.

In the early days of the war, he had expected that the Fund would have to dig deeply into its

reserves; so far from having to do that, it had not only paid its way but had added nearly £40,000 to balances and, for the first time in the history of the Fund, had a six-figure reserve—now £105,000.

But it was not the object of the Fund to accumulate big surpluses. Its reserves were now sufficient to meet any post-war emergency, and the committee was considering ways of providing for better and wider benefits. Projects being considered included:

A further review of the scale of grants—already increased four times during the war—to the 350 widows and families in the care of the Fund;

Seaside holidays for beneficiaries; More convalescent home accommodation for members;

Special benefits, above what the State provided, especially at birthdays and Christmas time, for the 300 children left orphans by the death of NALGO members in the war; and

More practical assistance to aged pensioners in the service, to give them the special accommodation, nursing, and comfort many needed in the eventide of their lives.

The committee would be delighted to consider any further suggestions from branches. While making no special appeal, Mr. Shears urged branches not to relax their efforts to provide a steady income for the Fund, so that it might continue to be of the greatest possible value to members. The spirit of human kindness abounded in great measure in NALGO—long may it continue.

President's Great Services

There followed the President's address—reported on page 363 after which J. T. UNWIN, Sutton-in-Ashfield, moved a resolution of thanks and appreciation of the great services rendered by Mr. Garrard during his year of office. Forty-two years of local government service, and 37 years of service to NALGO were in themselves glowing testimonies to his steadfastness and devotion; never had the honour of Presidency, the highest the Association could confer, been better deserved (cheers). He was indeed one of the "Old Guard," entering local government before many delegates were born, and he had seen it grow from 9,000 members to over 133,000 and



A breeze blew in Blackpool—



—but rarely in the Conference Hall

confer great benefits on officers and on local government.

The local government service was the foundation of our democratic way of life, Mr. Unwin continued, but it and NALGO must be alert today against any weakening of that foundation by the transfer of functions to the Government. It was fitting that Whitleyism, to the strengthening of which Mr. Garrard had devoted so much energy, should have made such fine progress during his year of office, and all congratulated both him and the N.E.C. on the advances achieved. The President was to be congratulated also on visiting so many branches and districts during his year of office (cheers).

In the past, Mr. Unwin concluded, NALGO Conferences had sometimes been likened to a football match, with raucous cries to "Garrard of East Ham" to drive the ball into the goal.



Sharpshooter — Captain — Referee

In those days, the President was a notable sharpshooter; during the past year he had been an able captain; and now Conference looked to his judgment as a referee over its deliberations.

The resolution was carried with acclamation, and after Mr. Garrard had briefly acknowledged the tribute, he called on Conference to stand for a moment in silent homage to the Association's 1,800 members who had lost their lives while serving in the Forces or on the Home Front.

ASSOCIATION'S FINANCES

Deficit of £5,200 in 1944

There followed the announcement of the result of the elections for the National Executive Council and honorary officers—reported on page 386—and the formal resolution reappointing the auditors and appointing scrutineers, after which S. WHITEHEAD, hon. treasurer, presented his annual report on the Association's finances.

While subscription income, at £62,372, showed an increase of £3,600 compared with 1943, he said, and the charges for salaries, rent, and office accommodation paid by the ancillaries had advanced by £4,150, these increases were more than offset by heavy rises in expenditure. General administration expenses were up by £9,400, education costs (as a result of higher administration expenses and payment of £650 under the scholarships scheme) by £1,300, the correspondence institute (as a result of the appointment of new tutors and the consequent need to prepare fresh test papers) by £600, and LOCAL GOVERNMENT SERVICE by £1,300. Taking all items together, there was a deficiency of nearly £5,200 compared with a deficiency of £7,990 in 1943. It was neither possible nor good policy, Mr. Whitehead warned Conference, for the Association to continue operating at a loss in this way.

For once, Leeds raised no voice to question the accounts. But J. B. CADIGAN, Rochester, was puzzled why the NALGO Correspondence Institute should show an apparent loss of £1,800—the difference between expenditure and income from coaching fees. It should be run on a trading basis, with students paying an economic fee. N.C.I. fees were comparable with those of other similar institutions. Members wanted the best courses at the best prices, but they were wondering whether the institute was not being overloaded with administrative expenses.

Replying, Mr. Whitehead explained that costs had been increased by the return of the staff from Croyde Bay to London, the appointment of new tutors, and the preparation of new test papers, while income from the fees of the reduced number of students was nothing like commensurate.

R. ROBERTS, Liverpool, sought an explanation of the fact that, whereas Benevolent and Orphan Fund grants had fallen from £16,950 in 1943 to £14,174 in 1944, administration costs had increased from £1,703 to £2,091. Mr. Whitehead explained that administration expenses were higher in London than at Croyde, that it had been necessary to appoint temporary staff while con-

tinuing to make up the salaries of members of the staff in the Forces, and that, while local administration was performed voluntarily, all central administration had to be conducted by the salaried staff at Headquarters.

Satisfied with these explanations, Conference approved the accounts and carried with acclamation a vote of thanks to the hon. treasurer, moved by L. TATTERSALL, West Riding.

MINISTER'S MESSAGE TO MEMBERS

"Well Done—Thank You!"

The Minister of Health was invited to open Conference, but in view of the election campaign was unable to do so. Instead, he sent the following message, which was read by the President:

I much regret that my Parliamentary engagements have made it impossible for me to be present at the opening of your annual Conference; but recently I had the pleasure of meeting your executive committee and of expressing my warm appreciation of the contribution which the local government service has made to the victorious conclusion of the war in Europe.

In this brief message I want to say again, on behalf of the Government, through you to all members of NALGO, "Well done, and thank you!" You may indeed be proud of your share in the nation's war effort, as you are justly proud of your 40,000 colleagues who are serving in the Forces. The resumption of your annual Conference, after an unavoidable break in the sequence last year, is in itself a matter for congratulation. I am sorry indeed that one who has been for so long a tower of strength to your Association is no longer with you. The death of Mr. Simonds is a great loss, and I should like to express my deep sympathy.

Great things have been done by local authorities during the war, in the operation of services, both normal and emergency, essential to the security and fighting power of the home base. Now great tasks of reconstruction lie before you—in housing, education, public health, water supply, town and country planning, and other fields—and such important issues as recruitment and the development of public relations and information services will engage your attention.

Your Conference is now to discuss the problems which face local government and the officers who serve it. I wish you every success in your deliberations, and I am confident that local authorities and the Government can continue to rely on the wholehearted co-operation of your members.

EQUALITY FOR WOMEN

Glasgow Call for National Campaign

These introductory over, delegates settled down to the livelier section of the agenda, opened with a motion by the Scottish District Committee and Glasgow branch which, while expressing appreciation of the steps taken by the N.E.C. to further the Association's policy on equality for women—and particularly the excellent evidence submitted to the Royal Commission on Equal Pay—called on the council to initiate, in co-operation with other interested bodies, a national campaign on the equal pay issue.

Moving this, J. M. ANDERSON, Scottish District, said that, while the Association had come out strongly in favour of equality and justice for women, many still paid lip-service only to this vital principle. It was doubly vital today, because women would have to play a big part in the coming era of reconstruction; unless they were allowed to do that, the world would again descend into war and destruction. The Royal Commission was unlikely to remove the barriers; indeed, many thought its appointment a delaying action. NALGO's evidence to the commission was excellent, but it was not enough, and they must consider other ways of getting to the root of the problem. In Scotland, they had formed a campaign committee in co-operation with many other bodies, had called public meetings, published a pamphlet, and sent resolutions to the Secretary of State. They had tried to do more than pay lip-service to a slogan, and the N.E.C. should do likewise, on a national scale.

Seconding, Sister AGNES SMITH, Glasgow, pointed out that 7,000,000 women now on war service would soon be returning to civil life. They must not be allowed to form a pool of cheap labour which would make it impossible to end unemployment, malnutrition, and squalor.

For the N.E.C., H. ALLEN supported the principle of the motion, but urged that it would be unwise and possibly dangerous to embark on the suggested campaign until the Commission

had published its findings, and therefore suggested that the motion be referred to the N.E.C. Mr. Anderson accepted this proposal, and Conference approved.

COST-OF-LIVING BONUS Protest at Sex Differentiation

E. B. HARRISON, Hull and District, moved his branch's motion protesting at the sex differentiation shown in recent cost-of-living awards, which was contrary to the Association's policy declared at the 1943 Conference. The motion, he explained, was not intended to be critical of the efforts made by the NALGO representatives on the National Whitley Council. His branch appreciated what they had done, and was confident that they would continue to press for equality; but it felt that their hands would be strengthened by an expression of the Association's dissatisfaction with the attitude of the employers' side and the decision the staff's side had been forced to accept.

Seconding, Miss M. BALMFORTH, Hull and District, emphasised that this issue had nothing to do with equal pay; the bonus was designed merely to compensate officers for the increase in prices, which were the same for women as for men. Conference should demonstrate clearly its strong resentment of the present injustice.

Moving an amendment calling for equal basic rates of bonus plus allowances for dependent children, H. N. SCHRADER, Smethwick, declared that, while his branch wholeheartedly supported the principle of equality, it felt that, since the Government had at last decided in favour of



Allowances—to encourage family life.

family allowances to encourage family life, the same principle should be applied to bonus. It was now an accepted principle of our post-war lives that the raising of families was a matter of national importance, and was to be subsidised by the State. But how long was the family man—or the mother—to wait before these allowances were paid? The cost of living continued to rise and it affected the man or woman with a family to a much greater degree than it did the single person or the married couple without children. It was only logical, therefore, that the man or woman with dependent children should be paid a higher bonus.

Birmingham's Lead

In reply to those who had expressed doubt of the practicability and legality of such payments, he pointed out that Birmingham Corporation paid its officers an additional amount of bonus in respect of each dependent child, in addition to a much better basic rate than that awarded by the National Whitley Council. Birmingham had defended its right to pay this additional bonus in the Courts, after being surcharged by the district auditor, and had won a great victory, thus setting a precedent for all local authorities. It was the duty of NALGO to follow this lead by advocating, strenuously and untiringly, both in the National Whitley Council and before all local authorities, the needs of the man with a family so that, pending the payment of family allowances, he might at least be given some relief by the payment of an increased rate of bonus.

After G. S. REEMAN, Wolverhampton, had formally seconded, H. ALLEN opposed on behalf of the N.E.C. The Council felt, he explained, that, since family allowances were being dealt with by the Government, they should not enter into the bonus issue. Opposing the Hull motion also, he said that the staff side representatives had done everything possible to get an equal bonus but they had failed—largely because the Government had insisted on payment of a differential bonus to civil servants. Conference must decide whether it was prepared to authorise its negotiators to refuse any increase in the bonus unless it was given equally to men and women. Were they to reject all improvements for the majority because they did not apply to all? He asked Conference to support the Action amendment

th, while reaffirming support of the principle of equal bonus and recognising the efforts made by Whitley machinery to obtain it, contented with a request to the NALGO members to support the National Whitley Council to continue to do so for its early adoption.

Moving this, H. C. HAMPTON, Acton, emphasised that it implied no criticism of the NALGO representatives on the National Council. His speech recognised what they had done and wished them to continue. The amendment was designed to strengthen their hands. Conference supported Mr. Allen, rejecting the Smethwick amendment and adopting that from Acton.

STANDARD BONUS FOR ALL?

Agreement with Teachers and Civil Servants Urged

Next came a motion from Reading calling on the N.E.C. to explore, in consultation with the National Union of Teachers and the associations of civil servants, the possibility of obtaining a standard bonus, applicable from the same date, for all three groups of public servants. Moving this, J. H. SOWDEN HALL, declared that the war had brought about a competition for higher bonuses among civil servants, teachers, and local government officers—the civil service leading, the teachers following, and NALGO coming along behind—had been a detrimental and undignified. It would be more satisfactory if the three associations were able to get together. Such co-operation would be difficult, he agreed, in view of the differences in negotiating machinery, but an attempt by NALGO to secure it would do no harm and might do much good.

After Miss F. L. GATES, Reading, making her appearance before Conference as a member of the N.E.C., had formally seconded, and Conference had accepted without debate a British amendment to include the Educational Institute of Scotland among the organisations to be consulted, Mr. ALLEN replied for the N.E.C. Once again, he said, the Council agreed with the principle of the motion, but there were difficulties in giving effect to it. The new Burnham scales for teachers did not provide for a separate cost-of-living bonus and they, therefore, were not interested. The civil service bonus was dependent on Treasury sanction. It was not true that NALGO had been at the tail of the other groups in its bonus awards; local government officers were the first of all public officials to get a bonus, and they fell back only with the fifth year, owing to the delay imposed by the reorganisation of the National Whitley Council. He urged Conference to remit the motion to the N.E.C., with the assurance that it would enter into discussions with the other organisations,



"With whom it had most cordial relations."

with whom it had most cordial relations, whenever necessary. Conference accepted this suggestion.

HIGHER SUBSCRIPTIONS

Two-Year Deficit of £12,000

From this, Conference turned to one of the two most controversial items on the agenda—the N.E.C. proposal to increase all subscriptions, other than those payable by members on war terms, by 33½ per cent. from November 1, 1945, and to reduce the rebate of subscriptions payable to county branches from 40 to 35 per cent. and to other branches from 35 to 30 per cent.

Introducing this, the honorary treasurer WHITEHEAD, pointed out that in the past two years income had fallen short of expenditure over £12,000 primarily as a result of the big reorganisation scheme, introduced at the request of branches and Conference. NALGO's subscriptions had remained practically unchanged since 1918, yet its services to members had increased enormously. To cite one item only, the issue to members of a free monthly journal at £7,000 a year, and when increased supplies of paper made a fuller circulation possible, that amount would rise still further.

An improved organisation would mean more staff, which during the war had by no means kept pace with requirements. On top of the loss of £12,000 during the past two years, there would be a deficit of between £6,000 and £8,000 this year. How could they continue losing money in this way every year? These losses were on normal activities, and took no account of further expansion and development. To those who might consider that an increase of 33½ per cent. was a bit steep, he gave his personal view as treasurer that the increase should have been 50 per cent., while to branches who complained of the proposed cut in the rebate to them, he pointed out that they would, in fact, get more money than they had had hitherto: branches as a whole would receive £5,000 a year more under the new scheme than they had done under the old.

In starving the Association, Mr. Whitehead continued, members would be starving themselves. It was impossible to carry on efficient work without paying for it. Members expected local authorities to pay adequately for the services local government officers gave to them, and it was NALGO's duty to do the same itself. It would be a tragedy, after all the years that the Association had worked for improved conditions, were it to be parsimonious now.

"To Expend You Must Expend"

G. LLEWELYN, chairman of the finance committee, said that for a long time his committee had been in a most difficult position, with the other committees of the N.E.C. asking it to finance the proposals they had prepared in accordance with the wishes of Conference—proposals which had everything to commend them except that they cost money. There was the service conditions committee, with its re-organisation scheme; the law and parliamentary committee, with its unpredictable but equally irresistible demands; the education committee, with its plans for education and re-training of members returning from the Forces; the public relations committee with its proposals to enhance the prestige of the Association and to educate the public in the importance of local government. Was the finance committee to be required to send all these proposals back and tell the committees that they must cut their coat according to their cloth? Conference had repeatedly pressed for a more forward policy, and the N.E.C. had believed that, when it did that, it had realised that to expend you must expend and that the Association would be prepared to meet the bill. The bill was now presented—a bill which, if met, would enable the Association to go ahead for some years without financial stringency. Delegates should take a broader view than merely that of wiping out the deficiencies of the past and should give the N.E.C. reasonable elbow room to develop its plans and carry out the programme which Conference and branches had demanded.

More Information Sought

W. SHEPHERD, Manchester, moved his branch's amendment to defer consideration of the proposed increase until fuller information had been given to branches. For a long time, he explained, Manchester had strenuously opposed any increase in subscriptions. It had now modified its attitude and was no longer determined against any increase, but before agreeing to it wanted more details. The honorary treasurer had made a good case. Nevertheless, Manchester felt that the deficit of £12,000 in two years could be accounted for by the fact that 40,000 members were away in the Forces and it was difficult to collect even the minimum subscription due from them. When they came back, their 40,000 subscriptions, averaging 9s. 4d. a head, would more than wipe out the deficit. The only figure in the annual report suggesting any forthcoming increase in expenditure was the N.E.C. estimate that, by 1950, the reorganisation programme would be costing another £10,200 a year.

Last year subscriptions totalled £96,000 and with the addition of 33½ per cent. would be up by £32,000—a pretty generous attempt to find £10,200 by 1950. Manchester felt that, in asking for 33½ per cent. the N.E.C. must have something more in mind, and wanted to know what it was. There was vague talk about plans for public relations, rehabilitation, etc., but statements of possible expenditure should be presented in figures, and that was what Manchester was reasonably asking for. A sound Association was one containing a satisfied majority of members. Each member was entitled to be able to study the

N.E.C. proposals. If the N.E.C. had a case for an increase, whether it be 25, 33, 40 or 50 per cent., then it should put that case before the whole body of members and not keep it to itself. Some would say, "Why worry—it's only 33½ per cent." But was it? The wartime bonus had raised many members from one subscription range into the next—with the result that under the new scheme they would have to pay, not 5d. a month more than before the war, but 11d., while remaining on the same basic salary. It was on these grounds that Manchester asked Conference to defer this important matter until every branch had been furnished with detailed figures so that members could decide whether the amount asked for was just or unjust.

"Lack of Frankness"

R. RILEY, Manchester, seconding, contended that the N.E.C.'s lack of frankness had caused disquiet among members. N.A.L.G.O.'s achievements during the past ten years had cost £600,000, and the N.E.C. proposals would bring in a million pounds in the next ten years. What was it expected to achieve for that million pounds? What estimate had been made to cover the increased revenue from the 40,000 members returning from the Forces? What estimate had been made of the increased revenue from added war bonus? What was the target figure for membership which was expected to result from improved organisation? What was the establishment of the permanent staff of the Association today and in 1938? These were the sort of questions to which Manchester was seeking an answer. It had been alleged that Manchester either marched alone or with the big battalions, but on this issue its underlying principle had always been the interests of the average member.

W. P. GILLIGAN, Devon County, opposing the amendment, declared that an increase of subscriptions was a matter of urgency, especially when considered from the point of view of the men returning from the Forces. Manchester had consistently adopted an obstructive policy on this matter and stood alone. It was essential that something be done now, and he urged Conference to reject the amendment overwhelmingly.

P. SHEPPARD, Newbury and District, came forward as another shepherd seeking to lead Conference in the reverse direction from Manchester.



"Another shepherd..."

How, he asked, could the N.E.C. deliver the goods until it had the money? The goods had been delivered this year by overspending, but it was not sound for that to continue. Were the increase to be postponed for another year, the deficit would be much larger.

"Cost of One Cigarette a Week!"

J. PEPPER, N.E.C., supporting the proposed increase, reminded Conference that this was the third occasion on which Manchester had tabled a delaying amendment. In 1942 and 1943 it had asked that the increase be deferred until after the war. This year, with the European war clearly ending when it tabled its amendment, it had changed its tone and asked for more information. But the honorary treasurer had shown that it was impossible to carry on the work of the Association without more money.

In 1942 Manchester spokesmen had alleged that to increase subscriptions would enormously increase the difficulties of collecting them, and had declared that if Conference imposed higher rates the money would simply not be forthcoming. This statement had prompted him to inquire why Manchester had adopted this attitude each year,

Delegates Approve Increase of 33½ per cent.

The real reason, his inquiries suggested—and Mr. Pepper quoted comparative figures in support—was that Manchester could not collect present subscriptions in time.

The present scale, Mr. Pepper continued, was fixed at a special Conference in 1920. Was it suggested that in the 25 years since then NALGO had stood still? Increased responsibilities involved increased expenditure and increased expenditure meant that the Association must have a bigger income, which could be obtained only by an increase in subscriptions. Today, the bulk of members paid a subscription of 15s. a year. All the N.E.C. was asking was for an additional 5s. a year—less than the cost of a single cigarette a week. Mr. Pepper called for rejection of all the amendments and full support for the N.E.C. motion.

A. E. CLOUDS, Reigate, speaking for a small branch, supported the Manchester amendment. The financial statement was full of dead wood and showed that the Council had lost money on various projects which should have been dealt with long ago—for example, the holiday centres which should be sold. The Council had no right to ask for an increase of subscriptions without producing a budget, and he called for a reasonable answer to Manchester's questions.

G. B. CREDLAND, Sheffield, explaining that he was speaking without any mandate from his branch, pointed out that the Association would soon be losing 4,000 members now in the public assistance service. There would inevitably be a big cut in income before the year was out.

H. ALLEN, N.E.C., asked what more information branches wanted than was given in the account in the Annual Report, describing the Council's proposals to improve organisation—including the provision of at least one organiser in each of the twelve district committee areas, the adequate staffing of each district office, the strengthening of the organisation at Headquarters, and the appointment of a second woman organiser. In addition to the cost of this improved organisation scheme, there would be big expenses in respect of the National Whitley Council. It was impossible to say what those would be—but it would cost a deuce of a lot of money. Hitherto, they had been compelled to spend out of the kitty, but they could not go on doing that. Re-organisation would cost a lot more than £10,200 before 1950. They were out for a national charter, and you could not obtain that by eating your finger-nails. Mr. Allen called on Conference to defeat the amendment and let them get on with the job.

"Twenty per cent. Enough To Go On With"

On a show of hands, the Manchester amendment was defeated by a big majority, and A. MELLOR, West Midland District Committee, moved the amendment standing in the name of his district, the Scottish District Committee, and Coulson and Purley, East Barnet, Glasgow, Harrow, Luton and Smethwick branches, to substitute 20 per cent. for the 33½ per cent. increase proposed by the N.E.C. His district committee, he explained, agreed that the Council had put forward a strong case for an increase and that it must be applied for national purposes and not for the needs of the branches. But while in the past there had been deficits, there had also been surpluses, and the day of surpluses might return. Moreover, the increases in the standard of remuneration in the service would continue and would be reflected in subscription income, while members now in the Forces and paying a reduced subscription would return. In addition, they might expect a substantial increase in subscription income from the normal increase in membership, which might well be between 160,000 and 180,000 in two years' time.

The increase of 20 per cent. proposed in the amendment would produce between £15,000 and £20,000, which should be enough for one year, and possibly for two. During that time, the N.E.C. might deem it desirable to give some of the information which had been sought.

H. D. FERGUSON, Glasgow, seconding, warned the N.E.C. not to take the rejection of the Manchester amendment as meaning that it was right. It should do the job properly; surely it was possible to find someone able to draw up a proper budget. Glasgow agreed that more money was needed, but considered that an increase of 20 per cent. would provide enough. Nobody would object to enabling the N.E.C. to pay off its debts or to give it a little balance, but before asking for more it should produce a proper budget and tell Conference why the money was needed. Were it to do that, it would get whatever it required.

LEAVING HIS TROUBLES BEHIND



"Blackpool—One return and nine singles—I hope!"

Where Will the Money Go?

A. F. HURT, Manchester, held that Conference was not a thanksgiving ceremony, but an opportunity for members to voice their criticism. He had heard an atheist defined as a man who did not believe in the N.E.C., and while he was not an atheist, he was not satisfied. The balance sheet was not "dead wood," as Mr. Clouds had described it, but absolute "fluff." Not only was there no indication of the need for an increase of 33½ per cent.; there was no indication that the money, if obtained, would be used, as the N.E.C. contended, for better divisional organisation. Last year, gross revenue from subscriptions increased by £5,690. But the salaries of divisional organisers had increased by only £500, whereas other salaries were up by £5,783; out of the total increase in expenditure of £10,000, only £1,800 had gone on divisional organisation. If it was certain that the money was going to better divisional organisation, then delegates would have no objection to an increase of 30, 40, or even 50 per cent. But they could not ensure that what they voted for would go to where they wanted it.

Conference should not allow the N.E.C. to run away with this 33½ per cent. it wanted. Last time, it asked for only 20 per cent. Let Conference give it 20 per cent. and make sure that the money was spent as Conference wanted it to be spent. An increase of 20 per cent. would give the N.E.C. an extra £13,000 to-day, and it would be a big mistake to give it more. If it didn't spend that properly, Conference should see that it "got it in the neck."

W. STROTHER, N.E.C., said that the issue boiled down to two questions: was the increase necessary? and was the scale reasonable? Conference had already decided the first point in the affirmative and he hoped that it would not prejudice the future of the Association by cutting down the amount of the suggested increase. Expenditure was increasing all the time on administration, on obtaining the cost of living bonus, on Whitleyism, on legal and parliamentary work, on public relations, and on reconstruction and re-organisation. If Conference cut down the 33½ per cent. asked for, the N.E.C. would inevitably have to come back for more.

There was little difference, Mr. Strother argued, between the various amendments. The increase of 33½ per cent. would mean from 3d. to 10d. a month more for each member, and reduction of the 33½ per cent. to 20 per cent. would mean a cut of from 1d. to 4d. a month off that.

Dealing with the suggestion made in some of the amendments that the rebate to branches and districts should be maintained, Mr. Strother argued that many branches and districts were well off today, with good investments, and did not need more money. Should they need it, they could always ask the N.E.C. for a bigger rebate.

E. G. EUINTON, Luton, pointed out that the effect of the amendment, combined with the reduction in the rebate to branches, would be to give Headquarters an increase of 29-25 per cent. of the amount it at present received from subscription income.

G. L. SIMPSON, East Barnet, said that, while Conference had been frightened by the mention of big deficits, nobody had mentioned the existence of a reserve of £67,000. The N.E.C. was very keen on Whitleyism, which was a means of compromise, and it should be prepared to compromise with delegates on the same basis, take its 20 per cent., and be thankful.

P. H. COLE, South Western District Committee, declaring that he was supporting the N.E.C. for the first time in his life, said that the speeches opposing the increase reminded him of those made by the average chairman of a local authority finance committee. Everyone knew that it cost more money today to get the same result as before the war. Delegates had all asked to be told what the N.E.C. was going to do with the money but, as a husband, he knew how unwise it was to ask his wife what she was going to do with any money he happened to give her. NALGO's strength would always rest in the strength of its membership, and its first task today was to recruit the big potential membership, especially in the rural areas. For this, money was needed.

LOWER RATE FOR JUNIORS

Retired Members' Subscription Unchanged

On a card vote, the amendment to reduce the increase from 33½ per cent. to 20 per cent. was rejected by 62,320 votes to 46,697. In fact of this clear indication of the readiness of Conference to give the N.E.C. what it wanted, Derby, Heston and Isleworth, and East Ham branches all withdrew their amendments proposing other modifications in subscription rates, and Conference turned to the Southwark amendment to add to the proposed scales a subscription of 6d. a month on salaries not exceeding £52 a year.

Moving this, A. J. EAGLES, while admitting the need for more money, urged that there was no need to abandon the nominal subscription which had always hitherto been asked of the lowest-paid juniors in the service. It was a principle of the Association's subscription scale that each member should pay according to his salary, and 1s. 1d. a month, which would be the lowest rate under the proposed scale, was too high for those earning less than £1 a week. The concession would cost little, since the number getting this low rate of pay was small—and it was up to NALGO to see that soon there were none at all—but there were, for example, some probationer nurses getting 15s. a week, and they should be kept on the low scale. W. J. MILLS, Southwark, seconded and, the N.E.C. offering no opposition, Conference approved the concession.

E. N. WATERS, Hull and district, followed with a call in the name of his own and Kent County branches and the Southern District Committee for a similar concession at the other end of the scale—retention of the present 5s. annual subscription for retired members, which the N.E.C. wanted to increase to 6s. 8d. These members, he explained, got little benefit from their membership save that it helped them to retain their interest in the service, and their subscriptions had always been regarded as nominal. Most were NALGO stalwarts and it would be regrettable were the increase to cause a number to relinquish their membership. C. W. LEGGETT, Kent County, seconding, argued that it was unfair to ask men who had borne the brunt of the work in the past

pay more for the benefit of their successors in the service. Once again, the N.E.C. refrained from opposition and Conference approved the concession.

REBATES TO BRANCHES N.E.C. Should Share the Spoils

It was with more personal interest that delegates returned to the amendment in the name of the North Western and North Wales, South Wales and Glamorgan, and Scottish Districts, and the Devon, East Ham, and Swindon branches, opposing the proposed 5 per cent. reduction in rebates of subscription income to branches. In this, A. S. GARNETT, North Western District, urged that there should be honour amongst thieves; since Conference had agreed to enter into partnership with the N.E.C. in robbing members of a considerable sum, the N.E.C. should agree to share the spoils. The demand was justified by reason of the greatly increased income which would fall on branches in the months ahead, which was bound to involve heavier expense. The N.E.C. formulated policy and stated the Association's affairs—but the branches had to do the actual work. For years, the N.E.C. had been pleading that it could not do bricks without straw; but now that it was reaped of plenty of straw it was asking branches to do the impossible. It must be told, kindly and firmly, that branches refused to build the wonderful structure visualised in the Annual Report until the means were made available.

The N.E.C. was serious over the programme and outlined, it would be dangerous for it to be in unison with the branches, who could make a mess of that programme. Beyond this, the



"Honour amongst thieves"

branches had their own desire for progress, and would be impaired were the N.E.C. to succeed in cutting the rebates. To suggest, as Mr. Whitehead had done, that even with the lower rebates branches would have more money was unduly optimistic. The N.E.C. was asking branches to take all the risks while it took all the profits. Conference was the one period of the year when "body of the Kirk" had command and could do itself what it pleased; were they going to let themselves a cut—to take a leap into the air just to satisfy the N.E.C.?

M. D. FERGUSON, Glasgow, seconding, urged that, in view of the heavy tasks which were to be upon them, branches should be given a fair share of the increased revenue.

Council's Opposition Overruled

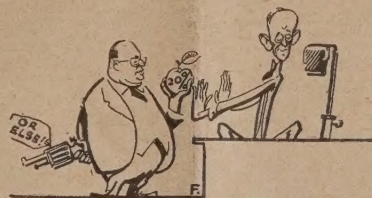
But Mr. WHITEHEAD opposed this combination of threat and wheedling. The card vote, he felt, confirmed the N.E.C.'s argument that it needed the money to carry out its programme. Conference was now going to whittle down the increase it had previously voted, the finances of headquarters were to be reduced to the same level as if Conference had cut the increase to 5 per cent. He therefore asked Conference to affirm its earlier vote: otherwise the N.E.C. would be asking for more within two years at the latest. The new scale, even with the cut, would give branches and districts £5,000 a year more than they had under the old.

Conference, however, shared the view of Mr. Garnett that, if the N.E.C. was to be given more, branches, too, should have a dip in the spoils, and a show of hands carried the amendment by a big majority.

In consequence of this vote, eight subsequent amendments, proposing varying alterations in the amounts of the rebates, were withdrawn. The President ruled a further amendment by the Northern District Committee, calling for a schedule of posts and classes of officers of boards and authorities from whom subscriptions could be deducted, to be out of order, but promised that the N.E.C. would consider the suggestion.

J. LLEWELYN, N.E.C., moved, in the name of

the Council and of the Lanarkshire and Leicester branches, that the subscriptions of members on war service be remitted from November 1, 1945. The motion was necessary, he explained, to clear up the problem of those members in the Forces who, for various reasons, were unable to pay the 5s. subscription fixed by the 1943 Conference, and who, in consequence, might be held to be not legally members of the Association. To-day, of the 38,320 members in the Forces, 55 per cent were



"Opposed this mixture of threat and wheedling"

paying their subscription, but 45 per cent were not—either because they were too far away or because branches could not, or would not, collect the subscription from them. The concession would cost about £3,000 a year.

Call for Back-dating Rejected

Before Conference turned to the amendment by the Luton and North Riding County branches to back-date the concession to November 1, 1944, S. DAWSON asked if there was any insuperable objection to this. Mr. Llewelyn replied that some members in the Forces had already paid their subscriptions for 1945 and any back-dating would therefore mean a lot of refunds and much administrative difficulty.

Moving the amendment, E. G. EUNTON, Luton, pointed out that many branches were paying the subscriptions of their members on war service, and it was unfair to require them to continue using branch funds for this purpose. If individual members in the Forces had paid their subscriptions for this year, it would be a simple matter to arrange for the payments to be carried forward to another year.

J. M. NICHOLSON, North Riding, seconding, said that many subscriptions were paid in arrear, and adoption of the amendment would save a lot of trouble. Last year his own branch was in the ridiculous position of sending to its members in the Forces Christmas gifts to the value of about 5s. each, while the branch treasurer was sending out letters to the same men asking for a subscription of 5s.!

S. DAWSON, Leicester, supporting, agreed that it should not be beyond the wit of the N.E.C. to devise some scheme of crediting subscriptions already paid against future subscriptions. The N.E.C. had come in very late on this issue and was now just catching the bus by the skin of its teeth. Branches which paid the subscriptions of members on war service needed the money to do the work properly. The Association was not giving value for money to its members in the Forces, the cream of its youth who were giving their blood. What would they think if they



"A reminder that his subscription was due."

were welcomed home with a demand note? One of his own members had received a letter from his branch, dropped to him by parachute in Burma; what would have been his reaction had that letter been a reminder that his subscription was due?

J. B. PARRY, Glamorgan, suggested that most members in the Forces were quite willing to pay their subscriptions, and urged the Association to carry on with the present system.

T. W. MASLEN, N.E.C. and Coventry, agreed, pointing out that Conference was being asked to throw away a potential income of £9,580 for the sake of excusing members in the Forces

a payment of 5d. a month. Many branches were giving their warriors a great service: his own branch was running their Provident and Building Society business for them, was disbursing £500 a year in comforts, and regularly collected the subscriptions of 280 out of 285 members away. They regarded it as a privilege to pay their subscriptions.

A. G. BOLTON, N.E.C., speaking as one of the Association's Trustees, declared that the adoption of the amendment would mean a refund of approximately £3,000. The amendment was lost.

P. W. BOND, Coudson and Purley, withdrew his branch's amendment calling for a return to the former arrangement whereby members in the Forces were required to pay the full subscriptions based on the salary on which superannuation contributions were calculated. The amendment was withdrawn, he explained, in view of the end of hostilities in Europe, but he opposed the N.E.C. motion and suggested that the present subscription of 5s. a year be maintained.

For the South Eastern District Committee and the Inglewood branch, J. H. HOLMES moved an amendment to extend the proposed remission of subscriptions to all members directed to any form of national service. The present position, he declared, was unfair to a large number who had been directed to the mines, to civilian work for the Air Ministry, and to other forms of national service outside the Armed Forces, and who were required to pay subscriptions based on their full salaries. It was often very difficult to collect those subscriptions.

S. YATES, South Eastern District, seconding, urged that the amendment asked only for the same treatment for members engaged on non-combatant service as was given to those in the Forces. Conference, however, rejected the amendment, and adopted the motion to remit subscriptions due from members in the Forces from November 1, 1945.

SERVICES TRANSFERRED TO STATE Protection of Officers Demanded

G. B. CREDLAND, Sheffield, moved his branch's motion calling on Conference to remind the Government of its responsibility to safeguard



The Two Cinderellas

the interests of local government officers likely to be affected by the introduction of the National Insurance, Assistance, and Health Services, and demanding that they be transferred to the new services, with the reservation that any who did not wish to be transferred should receive compensation for loss of office.

Today, he said, the livelihood of about 4,000 public assistance—or, as they now preferred to be called, social welfare—officers, was in jeopardy. They had had a raw deal for many years. He was surprised to hear the President, in his address, referring to the local government officer as the Cinderella of the public service, since he had always felt that the public assistance officer alone was entitled to that unhappy description—with the difference that, whereas the Cinderella of pantomime got the golden slipper and a happy ending, the public assistance Cinderella got only the promise of the boot.

In its report on this problem, the N.E.C. had described its representations, in conjunction with other organisations, to the former Minister of National Insurance asking, among other things, for special consideration for permanent officers of public assistance departments when appointments were being made to the higher grades of the new Ministry. In doing this, Mr. Credland thought NALGO had been optimistic; for how would it be possible, without a firm agreement with the Government of the day, to secure these higher appointments for public assistance staffs? They would be carrying on their present jobs up to the moment of the change, and would thus have no opportunity of learning the new regulations and duties, on which many civil

Transfer or Compensation for Poor Law Officers

servants were already at work. The difficulty might, however, be overcome by appointing public assistance officers to administrative appointments in the new Ministry forthwith, and, while allowing them to wind up their present work, giving them the opportunity to prepare for the new through correspondence courses or lectures.

Mr. Credland expressed alarm at the modern trend of legislation which sought to displace officers from the moment it was passed. The desire to eliminate poor law from the social code was having a prejudicial effect on officers who had carried out their onerous and in many ways unpleasant duties with efficiency, tact, sympathy, and firmness when it was needed; their experience and knowledge should be retained.

Conference, which had been restive for some time during this longish speech, at this stage indicated that it had heard enough, and Mr. Credland abandoned the microphone to Miss M. EXLEY, Sheffield, who, with admirable appreciation of the desire of delegates to get on, was content to second the motion formally.

"Council Far from Asleep"

Replying for the N.E.C., C. A. W. ROBERTS claimed that the Council fully recognised the importance of this problem and had been far from asleep in dealing with it. The joint committee which had been handling it for the past year and on which were represented, in addition to NALGO, the Association of Chief Officers of Social Welfare, the National Association of Local Government Social Welfare Officers, the Local Government Clerks' Association, the National Association of Administrators of Local Government Establishments, and the Scottish Association of Social Welfare Officers, was probably the strongest that could have been assembled.

He did not like to hear people say that they were ashamed of the poor law; it had done a great job since 1601, and he, personally, was proud of his association with it. NALGO had done good work for the public assistance service. It had secured from Sir William Jowitt an admission that the case for the officers was a good one—but the Minister would not guarantee to take a man into the new Ministry simply because he had been in the public assistance service. The Ministry had also to consider men from the Assistance Board and men in the Forces, and wanted the best men it could get. NALGO could best help the public assistance service by asking the Government to treat it as a whole and to refrain from the piecemeal disintegration by which local government functions were handed over to civil servants.

"Must Accept Some Control"

S. LEADBETTER, Bexley, moved the amendment by his own and Wanstead and Woodford branches, to delete from the motion the reservation asking for compensation for any officers who did not wish to be transferred to the new services. In such a complete reorientation of services as was taking place, he pointed out, a great movement of staff and the imposition of additional duties was inevitable. There would be much for public assistance officers to do in the next ten or twenty years, and they had got to accept some degree of control. If a man were offered a job in the new service he should take it, not demand a choice of compensation should he dislike the idea of change. C. N. BOOTH, Wanstead and Woodford, seconded.

R. W. RAMSAY, N.A.A.L.G.E., urged that the relieving officer should not prepare for his own

doom by assuming that he was going to be "axed" first. Were the Relieving Officers' Association to come under the fold of NALGO, NALGO would come to its aid with the weight of its membership. They should put their case to the NALGO joint consultative committee—nothing but good could come of sharing their troubles. The public assistance service could hold its head high today and had no cause to be ashamed. In all legislation there must be provision for the man who had spent a lifetime doing his job well, and they did expect compensation for the men who were nearing retiring age and for whom no suitable work in the new service was available.

"A Square Deal—But No More!"

W. O. DODD, N.E.C., speaking as chairman of the special joint committee to which Mr. Roberts had referred, asked that the motion and all the amendments be referred to the N.E.C. so that it might draw up properly framed resolutions. NALGO had been fully alive to this problem even before it arose; the Association had set up a committee on it long ago and had submitted recommendations to the Beveridge Committee, many of which went into Sir William Beveridge's report. Its general policy was that the local government officer who had carried out this service in the past was the man best qualified to carry it out in the future, but that the man who had given his best to a service which the public wanted to be changed and who could no longer be employed in it should not be thrown out without compensation.

They were determined to get a square deal for public assistance staffs—but they were equally determined not to ask for more than a square deal. The Sheffield motion did ask for more by seeking for an officer the right to say "I don't want a job; I want compensation." The right attitude was: "Give us jobs—but if you can't do that, then give us what Parliament has agreed is fair compensation as set out in the Schedule of the Local Government Act." Conference should not tie the hands of its negotiators. If the whole question was remitted to the Council, it would get what was wanted if that were at all possible. Conference agreed, referred the motion and amendments to the N.E.C. and adjourned, leaving consideration of the next item on the agenda—affiliation to the T.U.C.—to the fresher minds of Wednesday morning.

NALGO IN PARLIAMENT Warm Tribute to Aid Given by Two M.P.s

Before the affiliation debate opened next morning, the President introduced to Conference Mr. GEOFFREY HUTCHINSON, K.C., lately M.P. for Ilford, and Ald. T. W. BURDEN, lately M.P. for the Park Division of Sheffield.

Mr. Hutchinson, said Mr. Garrard, was a man skilled in his own profession and of wide experience in local government. As an alderman of the L.C.C., president of the Non-County Boroughs Association, and vice-president of the Association of Municipal Corporations, he was well fitted to represent the views of local government in the House of Commons, as he had done with advantage to the service and its officers during the past few years. Mr. Burden was an "old hand" in local government with whom Mr. Garrard had been associated for twenty years. For many years he had been mayor of East Ham, and chairman of its social welfare and finance committees and also of the East Ham staff joint consultative committee.

Both men had given conspicuous service NALGO, especially during the past two years when the name of the Association had been mentioned in the House of Commons more than ever before in its history. Conference especially appreciated their presence at that time, when they were in the midst of a mighty conflict. Although on opposite sides in the election, they typified the personal goodwill which was the best feature of public life.

Mr. HUTCHINSON, who was received with enthusiasm of his pleasure at being able to attend Conference and of his pleasant partnership with Mr. Burden on local government matters. Their names had often been associated on the papers and it was generally understood in the House that whenever that happened some question concerning the welfare of local government officers was at stake.

It was remarkable to what an extent the work which local government officers did was appreciated in the House of Commons and how keen was the desire among members there that the interests and rights of the service should be properly and adequately safeguarded.

Mr. Simonds' Great Work

In all their work, Mr. Hutchinson continued they had been greatly assisted by the officials Headquarters and he regretted keenly the death of the general secretary, who had for so long taken an able and active part in bringing the interests and needs of NALGO to the House of Commons. He would be greatly missed from the lobbies. It was not an easy task to secure the goodwill of members of Parliament, and would like to acknowledge the success NALGO's officers in achieving that. The President had given much of the credit for what had been done to Mr. Burden and himself, but there were many others who had done a spadework in ensuring the success with which NALGO's point of view was represented.

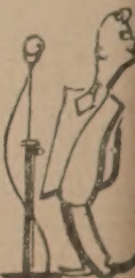
The war had brought to local government new contacts with the public its members served contacts more intimate and personal than in the past. The organisation of the civil defence services had come to be looked upon as the first safeguard of the nation in hours of peril. Today the local government service was faced with the vast problems of re-housing, of replanning of cities, and of making good the ravages of five years of war. But it would be useless to tell NALGO Conference that local authorities were popular organisations in the eyes of the public. That, unfortunately, was not true, and it was very largely due to the fact that local government was not properly understood. There was a general lack of understanding of the functions of local government, how it worked, and the difficulties put in its way by both Parliament and the public.

Need for Public Relations

In the new era which peace would bring, interested in local government must consider how they could overcome these difficulties and achieve a full policy of public relations without which local government could not realise its full potentialities. In this connection, he was glad to see that the NALGO Reconstruction Committee had been giving its attention to this important topic, and he greatly welcomed the suggestions made, particularly that for the setting up of a National Council of Public Relations for local government. He hoped that that suggestion would bear fruit. He welcomed also the



MIKE-ANTICS



action that had been drawn by the Reconciliation Committee between propaganda and relations. Propaganda was a subject which British people approached with reluctance, however, did not mean that local government officers should not tell the public what were trying to do and how best they might advantage of the things which local government was doing for their benefit, and he hoped this would be one of the tasks in which all join in the years to come.

BURDEN'S TRIBUTE

Movements in the House

Mr. BURDEN, also warmly welcomed by delegates, said that when he was "coerced" into standing for election to the East Ham council he never dreamed that one day he would have the honour and privilege of addressing a NALGO Conference. Mr. Garrard was then unknown to him, he suspected that he was not unknown to Mr. Garrard, because as soon as he joined the council he was placed on the staff joint committee and the first conference he attended from local authority was the NALGO Conference at Bournemouth in 1927. The council and staff



The "Backyard Boys"

East Ham were proud of the part which Mr. Garrard had played, both there and in the work of NALGO.

He joined with Mr. Hutchinson's tribute to the way in which Headquarters' staff had supplied details and information necessary for their work for the Association in the House of Commons, as a pendant to the proposal that NALGO should make some provision for the orphans and widows of its members who had lost their lives in the war, told Conference of one particular job which had been able to do. When the Family Allowances Bill was in committee stage, a loosely-worded clause came before the committee suggesting that allowances made by organisations like NALGO would be taken into account and deducted from the family allowance. He therefore wrote to the Minister that the clause would prevent associations of the type of NALGO from making special allowances to the children of its members, and he received an assurance from the Minister that the drafting of the clause would be looked at to put the matter right.

Compensation Triumph

Mr. Burden also associated himself with the tribute paid by Mr. Hutchinson to the late general secretary. During the time he had known and worked with him, he said, he came to honour and respect Mr. Simonds as a perfect gentleman. A number of bills had been introduced in the past year or so affecting the local government service, and in association with Mr. Simonds and by team work they had been able to get through those who might be adversely affected. But Mr. Simonds' keen mind discovered a flaw in the drafting of those clauses which would exclude them from serving in the Forces from the protection conferred. They kept pegging away at Minister after Minister, and ultimately the Minister of Health introduced a special bill which adequately met the circumstances and provided the protection necessary. If ever there was an Act of Parliament which was due to the foresight, quiet fort and pertinacity of a single man, it was the Compensation of Displaced Officers (War Service) Act, which they owed entirely to the work of John Simonds.

The future was fraught with great possibilities. They were living in a period of revolution. Throughout the country and the world there was an ardent desire that we should not go back to the conditions which obtained before September, 1939. In that reconstruction and building of a new world, local government must play a most important part. It had served the nation

well during the war. Great changes were now coming in its structure, but he felt sure that the local government service would face those changes and the difficulties they would bring in the same brave spirit that it faced the problems of war, and in doing that it would be encouraged by the strength of this great Association—the motto of which was "Fellowship." He wished the Association every possible success.

J. P. PHOENIX, Liverpool, moving a vote of thanks to Mr. Hutchinson and Mr. Burden, said that members greatly appreciated the long and unspectacular work which they had put in on the Association's behalf. It had been said that the only problem about the use of leisure was to stop other people getting yours. Yet they had far greater calls on their leisure than had members of NALGO, and members greatly appreciated the time they had given to the Association's work. The civil service had been called the "backroom boys" of government, but local government officers might be called the "backyard boys" or even the "dead-end kids." The work of local government officers was unspectacular and was not proclaimed with what he had heard described as a "fanfare-yan of trumpets." But they had recently noted with amazement the many references to local government in the House of Commons, and were sure that much of this unexpected recognition was due to the work of Mr. Hutchinson and Mr. Burden, for which the Association was most grateful.

AFFILIATION DEBATE

"Council's Hands are Clean"

Having approved these sentiments with acclamation, Conference settled down with a stir of excitement to the N.E.C. motion that consideration of affiliation to the Trades Union Congress be deferred. Moving this, E. L. RILEY, said that the motion did not express the views of the Council on affiliation, but represented what it considered to be the most desirable motion for Conference to pass. Three years ago, a motion that NALGO affiliate to the T.U.C. was defeated on a card vote, but Conference later carried a motion to hold a ballot on the issue. Two years ago, the result of that ballot was reported to Conference and Conference decided to refer the result to the branches and districts for their observations. These decisions were all decisions of Conference, not of the N.E.C. and the views of branches and districts—showing 161 branches, representing 43,587 members in favour of affiliation, and 237 branches, representing 51,855 members either opposed or favouring deferment—were now before Conference.

The N.E.C. had tried to express in its motion what, in its view, was the majority feeling of members throughout the country. It had been accused of many things in the past two years, but it had done nothing save what Conference had told it to do. Its hands were clean. Some correspondents in LOCAL GOVERNMENT SERVICE had alleged that branches and districts had been unduly influenced by chief officers. He greatly deprecated that allegation. Members should consider what they owed to the chief officers in NALGO. The founders of the Association and those who carried the burden for the first 25 years were nearly all chief officers. Today, chief officers were in a minority, both in the Association and on the N.E.C.—where they were received not as chief officers but as individual members. Should any ever forget that they were ordinary members, both he and HARRY ALLEN could be relied upon to remind them of the fact.

Urgent Need for Unity

Never before in the Association's history, Mr. Riley continued, had there been such an urgent need for the rank and file and the N.E.C. to stand together. Over a long period, the Association had believed in co-operation—co-operation with other unions and associations and with all men and women of goodwill who served local government. Big problems were now facing the service—problems of housing, of work, and of security from want. These problems were not politics, they were above politics, and the N.E.C. pledged itself to co-operate in seeking a proper solution for them all. If ever a National Executive Council deserved the confidence of Conference it was this one. It had discharged its heavy duties under great difficulties, and he hoped that Conference would accord it the confidence it required.

After H. ALLEN had formally seconded from

the platform, A. LANE, Glasgow, moved the amendment in the name of his branch and the East Midland and South Wales and Monmouthshire District Committees and the Bangor and District and Leicester branches, instructing the N.E.C. to make application forthwith for affiliation to the T.U.C. To the disappointment of those who had expected a display of Clydeside fireworks, he chose to read a lengthy and mainly historical essay in a tone more suited to a funeral oration than an avowal of impassioned faith—so much so that one delegate was constrained, half-way through, to seek to enliven the gloom with a shout of "cheer up!"

"No Wish to Expel Chief Officers"

Mr. Lane began by repudiating Mr. Riley's allegation that those who supported affiliation had any desire to expel chief officers from NALGO. The Glasgow branch first sought affiliation five years ago, when few of its 700 members now in the Forces had been called up. Since that date, it had confirmed its decision every year and he believed that the members in the Forces who supported affiliation then felt even more strongly now.

In 1942, Glasgow, with several other branches and district committees, put a motion for affiliation



"Should they forget they were ordinary members."

tion before Conference, and Conference, after a debate in which the opinions of each side were fully aired, decided by a large majority to take a referendum. The result was well known. A large proportion of the membership took part, and the majority voted in favour of affiliation. When, in 1943, the result of the ballot was reported to Conference, the N.E.C. supported a motion from the North Western District to refer it to branches and districts. This was carried by the narrow majority of 1,400 out of 93,000 on a card vote, thus giving the N.E.C. another breathing space. It put forward a motion for last year's Conference to delay consideration until the end of the war and, he had little doubt, raised a sigh of relief when the Conference had to be cancelled. This year, with the end of the war looming near, it proposed that consideration should be deferred indefinitely.

Over all these years, members had heard the pros and cons of affiliation and he did not propose to re-hash all that had been said, especially since each passing year had brought new and urgent reasons for affiliation.

"NALGO Should be Proud to be In"

For many years now, the T.U.C. had taken an increasingly important part in the life of the nation, and today it was playing a key role in the community. Its contribution, from the part its leaders had played in the Government to that of its members in every branch of war production, had been generously recognised by many, including the Prime Minister. The Minister of Labour, one of the members of the T.U.C. General Council, had been acknowledged to be the best Minister of Labour Britain had ever had. NALGO members, therefore, had nothing to be ashamed of in associating themselves with the T.U.C. On the contrary, they should be proud to be part of the great trades union movement. Trade unionism was born in Britain and every trade union in the world, including NALGO, owed its existence and strength to the sacrifice of men and women in the trade union movement during the past hundred years, while the British T.U.C. was held in respect and looked to for leadership by working people of every free country of the world.

It was strange that, three years after Conference had decided on a ballot, no careful analysis of the ballot figures had been put before Conference. The truth, of course, was that the N.E.C. would like to forget the ballot, which was a constant thorn in its flesh and a gnawing worry which would not let its members sleep at night. The figures did not appear in the Annual Report

Divided Views on the T.U.C.'s Political Association

either last year or this. They were reported to Conference in 1943 only a few minutes before the debate, giving delegates no opportunity of considering them. In short, the ballot was to be buried—quite legally, of course—and the death certificate was in course of preparation. But the ballot refused to lie down.

Lessons of the Ballot

Amid increasing signs of restiveness on the part of delegates, Mr. Lane then proceeded to deal in detail with the ballot figures. Out of a civilian membership of 88,383, 60,877 voted—69 per cent of the total. That was a very high percentage for any ballot, parliamentary, municipal, or trade union. Out of 32,598 members in the Forces at that time, 8,571 voted—a percentage of 26. In view of the crucial stage of the war at that time, that too was a high percentage—and in any case, 26 per cent represented a fair cross-section of opinion, higher than was obtained for any Gallup poll or similar analysis of public opinion.

Of the 60,877 civilians voting, 14,939—57 per cent—voted in favour of immediate affiliation and 25,938—43 per cent—voted against immediate affiliation. While 57 per cent was not an overwhelming majority, it was, in Glasgow's view, sufficiently decisive to make acceptance of the result essential.

Of the 8,571 Forces members taking part, 5,794, or 68 per cent, were in favour of affiliation and 2,777, or 32 per cent, were against. In other words, there was a civilian majority of 4 to 3 and a Forces majority of 2 to 1 for affiliation.

Were they to allow the 30 per cent of civilian members not sufficiently interested to vote either way to decide Association policy? Conference, which had the Association's future in its hands, should not fail to carry out the expressed will of the majority. If it refused to do that, it would do serious harm to NALGO in the eyes of outside observers and create a spirit of discontent and a sense of grievance amongst many members.

Today, the N.E.C. was laying stress on the result of the reference to branches and district committees, but should they really give so much weight to the views of branches and districts as to the result of the ballot? All knew the difficulties of getting members to branch meetings. Not all the branches even held meetings, and in many it was the executive which decided. The opinions obtained from branches and districts, therefore, were not so representative of opinion within the Association as a whole as was the ballot.

"A Crack in the N.E.C. Stone Wall?"

Now, a crack was appearing in the stone wall of the N.E.C. Last year, Glasgow had a debate in LOCAL GOVERNMENT SERVICE with one of the strongest anti-affiliationists on the N.E.C. Mr. Norton conducted a heated polemic, saying all the usual things against the T.U.C., but he got as good as he gave. While he did not admit that Glasgow had influenced him there had, apparently, been some influence, because today he was a permanent official of a trade union which was affiliated to the T.U.C., although most of its

of the largest trade unions there, outside the five very big unions, coming 7th or 8th among 240 smaller unions. Many quite small unions got their policy accepted on important issues. If Conference decided to affiliate, then the Association would be in a stronger position to fight for its claims.

Affiliationists did not promise that members getting £5 a week today would get £6 immediately after affiliation; they did not promise uniform national scales in less than no time; they did not promise compulsory national Whitleyism—though it was true that immediate or almost immediate benefits would accrue, because local authorities



were more afraid of a T.U.C. union, particularly one of the size of NALGO, than they were of the present-day Association. What they did claim was that, if affiliated, NALGO would be in a stronger position to fight for its aims. Today, they were members of NALGO because they knew that they would be defenceless if they were only 130,000 individuals. It was because they were banded together as a united force that they had attained so much. But were they one of the 240 unions and part of the 8,000,000 membership of the T.U.C., they would receive a tremendous accession of strength that would carry them forward more rapidly to decent salaries and conditions of service in every local authority.

But affiliationists had not only got selfish ends. The people of this country wanted to see a new Britain arising out of the holocaust of war—a Britain without slums, with an infant death rate lower than that of the most backward countries, with the best type of education available for all, with good houses and no unemployment...

Conference had become increasingly restive during the latter part of Mr. Lane's speech, several times drowning his voice and bringing him to a stop by foot-tapping, and at this point a delegate moved that the speaker be no longer heard. The motion was approved by show of hands, and Mr. Lane was compelled to give way to his second, R. G. TROLLOPE, S. Wales and Monmouthshire District Committee.

"Expel Bugbear of Political Bias"

There was only one way to progress, declared Mr. Trollope—the way of unity. Delegates should expel the bugbear of political bias. Belonging to the T.U.C. would not make them "Comrades." Tories, Liberals, and men of no party were ardent trade unionists. The affiliationists were not trying to convert members to their political faith; they were concerned only with affiliation to a body of men and women like minded with them and with the common good of the common people at heart. When Conference first thought of the ballot, it thought of the men and women in the Forces—but it forgot the existence of those men and women when it decided to refer the result of the ballot to branches. It was curious that they were not asked to give their opinion.

He urged those with cold feet to come into the vanguard, not to fear that they would lose their political colour, but to hold high the flag of NALGO with affiliation and unity among the

men and women of the...

"Must Avoid Political Association"

H. C. HAMPTON, Acton, opposed on the ground that NALGO must avoid all political association. The local government service would make a grave mistake were it to link itself in any way with party politics, and he could not see how the Association could affiliate to the T.U.C. without effecting such a link. Delegates should not be concerned with the ballot or the effect of the war on membership; rather should they let their minds on the vision of a service reorganised as the heart of local government administration independent of anything which might impair complete impartiality. Party politics was a cancer on the body of local government and it would be wrong and offensive to the fundamental principle of the service for any public official to have a connection, in association with his work, with any political organisation or with any body which was associated in the public mind with a particular political party, regardless of which party it might be. The T.U.C. was only nominally non-political—in practice it was intimately associated with the Labour Party. NALGO must not merely avoid affiliation, but must make it abundantly clear that it held itself entirely aloof from it. Those who said that this political aspect did not matter ignored both the importance of the service and the integrity of its members. The Association's public relations policy would fail were it to be linked with any kind of politics. They wanted to see NALGO as a trade union commanding recognition by its individual strength and prestige able to stand on its own feet and march forward free and independent. It was a weak policy to suggest that a virile association should have to lean on somebody else. If members were not satisfied with NALGO, then they should give it up from the bottom to the top, while keeping free from any taint of political partisanship.

"Only Way to Increase Membership"

A. E. CLOUDS, Reigate, said that those who took exception to any political views held by the T.U.C. had not emerged from their childhood. Affiliation would enable the Association to put forward its progressive ideas with the prospect of a more powerful backing for them than they had secured hitherto; NALGO might become the tail that wagged the dog. The Association had definite policy, but it could not obtain any of its objectives unless it increased its numbers, and that it would only do were it to join the T.U.C.

H. A. ROBERTS, Leeds, declaring that the people of Britain had not won victory in the war by asking what they would get out of it, said that the most important point was what the Association would give through affiliation. It could bring the T.U.C. a wealth of knowledge and experience of local government which was unrivalled and unsurpassed. The main argument of those who opposed affiliation was "no change"—a dog's battle cry in a world that was changing every day. We should have made little progress in social advance had that argument succeeded in the past. Parties and people did change—witness the fact that even HARRY ALLEN was now wearing a...



What was that a sign of change? Were the Association to affiliate, many members of N.E.C. would be perfectly happy in their environment.

E. A. S. YOUNG, N.E.C. chairman, while admitting the persistence and sincerity of the support of affiliation, found nothing new in their view. The N.E.C. stood today in the same position as it did in 1936, at the Aberdeen Conference, when it first opposed the demand for affiliation, and it was unrepentant. For himself, he had never had a doubt that the main issue was that of politics. He regarded affiliation with the T.U.C. as an alliance, direct or indirect, with a political party. (Said of "No!") Affiliationists might deny that,



"Let those with cold feet come into the vanguard..."

members were local government officers. Now there was a rumour that Mr. Riley might shortly become an official of the Transport and General Workers' Union, while Mr. Allen might seek employment with the General and Municipal Workers!

NALGO's support of Whitleyism had often been contrasted with the attitude of the T.U.C., yet the T.U.C. itself had supported and utilised Whitleyism whenever possible. Affiliated trade unions were in the National Whitley Council. The only thing that would settle the disputes about representation in the National Whitley Council was NALGO's affiliation to the T.U.C. Nor should the Association be too modest about the part it would play in the T.U.C. It would be one

did the members of the T.U.C. themselves. One fraternal delegate from the T.U.C. Labour Party Conference had described the Congress and Party as "not two movements but with common aims, interests, and activities." Then, a former chairman of the T.U.C., had referred to "the alliance between the trade unions and the political party they helped to form." That position admitted by leaders of the T.U.C., it was inevitable that the N.E.C. should be against affiliation.

Nobody could deny that NALGO members were 100 per cent. trade unionists, but it did not mean that they must go in with the industrial unions.

Eight years ago, at the 1937 Conference, a big man called for the adoption of a code of ethics for the local government officer. That is now adopted, laid it down that the first duty of a local government officer was to his undivided allegiance to the authority employing him. It was of fundamental importance to officers and to the public they served that the local government officer should not lean towards a local party, whether of the left, centre, or the right. Did officers fully appreciate what that meant? It implied that the Association was going to the T.U.C. with the desire to be in hand with Congress.

At the local level, that meant that a branch would have to affiliate with the local trades and labour council—which involved a close alliance with the local Labour Party. It was well known that local government officers often discussed local government policy. Was it possible that local government officers should link themselves in this way with a particular section of the people responsible for making the policy they had to administer? If they did, they must sacrifice their impartiality as public servants and, with it, the confidence of the public.

NALGO had always been opposed to anything which looked like association with parties of any kind. With the record it had, the good will it had established with local authorities and their associations and with government departments, it had nothing to lose by remaining independent. That independence was based on a wise appreciation of the special position of local government officers as servants of the people—the people—all the time. That was a unique position, and he hoped the Association would maintain it.

Decisive Vote Against

FLANAGAN, Halifax, supporting the amendment, described the analysis of voting in the past as inconclusive and the N.E.C. attitude as inconsistent. First, the Council deprecated affiliation, then it opposed it, and now it wanted to refer it. The affiliationists believed in majority rule and submitted that the members of NALGO should be given a mandate for affiliation.

By this time it was noon, and Conference was weary of a debate which many delegates had heard several times before. A motion that the question be put was carried, and an amendment calling for immediate affiliation was defeated on a show of hands. Delegates voted for a card vote and this, announced after the luncheon interval, showed that the amendment had been rejected by 70,885 votes to 39,375.

Compared with a vote of 55,921 to 26,445 in 1942, a similar amendment in 1942. In view of this decisive vote, H. C. HAMPTON, Acton, drew his branch's amendment that the Association should not affiliate to the T.U.C. A further amendment by the Berks County Council, calling, in the event of a decision to affiliate, for the formation of a separate association for those opposed to affiliation, was also defeated.

At the Conference, on a show of hands and an overwhelming majority, approved the N.E.C. motion that consideration of affiliation be deferred.

There followed the parallel debate on the place of a ballot in NALGO's constitution. This was based on an N.E.C. motion opposing any variation in rules which would deprive Conference of the right, in any particular issue, to determine policy.

G. W. PHILLIPS, N.E.C., moving this, warned Conference not to be influenced by the previous discussion. The issue divided itself into two questions: did NALGO accept representative government as the proper method of settling the affairs of the Association?—or did it wish to reject that method in any particular issue in favour of a popular vote? The latter course would be contrary to the principles of democracy as they were understood and practised in this country. In Conference were brought together the local leaders of the Association, the men and women who had their fingers on the pulse of opinion within it; they alone had all the available information enabling them to reach a decision on the various policies brought before them. The experience of other similar organisations, as set out in the Annual Report, did not encourage any change of policy. Any weakening of the

constitution, was impossible and ridiculous. The Association must bring its rules up to date and make them its servants, not its masters. Under the present rules, it was possible for a small minority of the Association, in Conference, to set aside the opinion of the majority of members and settle a problem against their wishes. It was only common sense that, if the Association took a ballot of members, it must abide by the result. NALGO was proud of being a democratic organisation—but it must remember that democracy was based on the rule of the majority.

H. ALLEN, N.E.C., asked Conference to reject the amendment, on the ground that it alone, with its finger on the pulse of opinion in the branches, should determine policy at all times. Conference agreed and rejected the amendment, subsequent amendments by the Edinburgh and District, West Ham, Isle of Ely, and Leicestershire branches, all designed to prescribe the conditions under which a ballot might become binding, falling with it.

After this interval of relative liveliness, Conference settled down to consideration of a long series of motions and amendments all calling for revision of the Superannuation Acts.

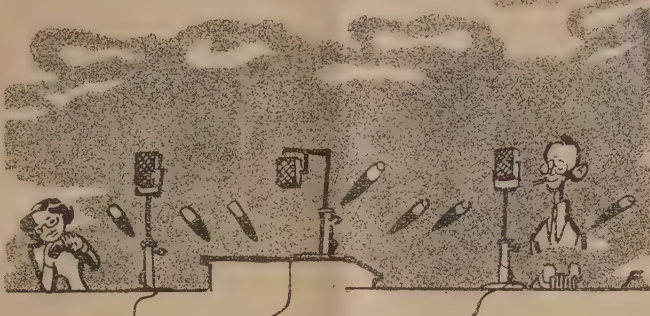
W. C. F. HOPWOOD, Surrey County, opened the bowling, in the name of his own and the Wycombe branches, with an instruction to the N.E.C. to take steps, when opportunity offered, to ensure that interest was payable on the superannuation contributions of those who retired voluntarily from the service. This, he urged, was simply a matter of equity and common sense. It was

illogical that an officer who was given notice should receive his contributions back together with interest, while one who resigned voluntarily received his contributions only without interest. Some local authorities had taken steps to circumvent this technical inequality, but all officers should receive the fair treatment as a right. He could not see how it would interfere with the stability of Superannuation Funds, since contributions had been accruing interest all the time the individual had been a member of the Fund.

"Vine Pruned Annually—but no Grapes"

E. E. ASHMAN, Herts County, moved an amendment calling on the N.E.C. to take immediate steps to promote a bill to amend the Superannuation Acts of 1937 and 1939, the precedent for which had been established by Parliament in dealing recently with teachers. The proposed bill, the amendment recommended, should include all the amendments to the Superannuation Acts referred to in the Annual Report, together with that now urged by the Surrey County and Wycombe branches. Conference, Mr. Ashman declared, had pruned this vine each year but had never succeeded in getting any grapes. It was time now to get moving.

W. E. VEASEY, N.E.C., explaining that he was speaking in a personal capacity, strongly supported the amendment. He shared the view that the time had now arrived when necessary alterations and improvements should be made in the Acts. In the Annual Report, the N.E.C. had declared its readiness to take action at the appropriate time, but he was not impressed with those words, which had been used for several years in succession, and too often meant a policy of masterly inactivity. While he did not believe that that was what the N.E.C. intended—there had been very few opportunities for amending the Acts since 1939—the present enforced inactivity should not continue indefinitely. The time was now ripe for the opportunity to be made, and NALGO should tackle the problem with the sense of urgency which it demanded, using any or all methods to secure amendment of the Acts. Many members had suffered hardship as a result of the imperfections of the Acts. Amendments had been submitted to Conference annually, but all had been kept in cold storage since 1937, and that was a long time to wait for those suffering from injustices. Something should be started immediately. Hitherto the attention of members had been concentrated on salaries and service conditions, which had overshadowed



Post-prandial platform—after luncheon with the Mayor.

authority of Conference would mean a weakening of the Association; if they substituted popular acclamation for representative government their policies would lack continuity and strength.

E. A. S. YOUNG, N.E.C., formally seconded.

Referendum Rejected

An amendment by the Mansfield and District branch, instructing the N.E.C. to consider and report on the desirability of amending the constitution to provide for a referendum in appropriate cases, was withdrawn. W. F. WHITE, Weston-super-Mare, moved a further amendment, calling on the N.E.C. to make provision in the rules for the holding of a ballot at the decision of Conference, the result to be binding on the Association. Though his branch differed from the N.E.C. on this issue, he explained, that implied no lack of confidence, and the branch felt that the N.E.C. was the most competent body to draft rules. Every limited company was ultimately controlled by the votes of its shareholders, and the national Government depended upon the votes of the electors; NALGO should have an arrangement to give each individual member a voice in its conduct.

The amendment would not, as the N.E.C. motion implied, take away from Conference its right to decide the policy of the Association. A ballot—the final appeal—was needed only when Conference could not make up its mind on a matter of vital importance; and the amendment would leave it to Conference itself to decide when and upon what issues a ballot should be held.

If a ballot were taken, then its result should be binding on the Association. Weston-super-Mare considered that a simple majority should decide, but, rather than lose the ballot, would support the Gateshead amendment to make it binding only when a two-thirds majority of the votes cast was obtained. Mr. White's appeal, however, failed to convince Conference, which rejected his amendment, the Gateshead amendment thereby failing.

W. G. DAVID, South Wales and Monmouthshire District Committee, moved a further amendment to empower Conference to order a ballot, the result of which would be conclusive and binding. Following Mr. White's argument, Mr. David said that there might be occasions when Conference wished to consult members on matters of major policy which it felt unable to settle itself. The position which arose in 1942 when, after the ballot had been taken, it was found that there was no provision for it in the

superannuation problems. But many older members wanted to retire, and would do so but for the obstacles in the way. These officers should be able to enjoy some years of retirement, and the Association owed it to them to do everything possible to improve the superannuation position.

J. M. ASHWORTH, Education Welfare Officers' National Association, opposed the payment of interest on the contributions of those who resigned voluntarily. The Superannuation Fund was not a savings club, and those who resigned from the service usually did so to their own advantage. Let them encourage the N.E.C. to go in for a better scheme, not seek to take the money without which that scheme could not be carried out.

Whitley Council Support Needed First

P. H. HARROLD, N.E.C., honorary solicitor for England and chairman of the law and parliamentary committee, replying, declared that there was no difference between the Council and the movers of the motion and amendments. The N.E.C. wanted to get the concessions asked for, but Conference must consider the other motions and amendments on the agenda. All differed in the emphasis they put on priority. The Association was already pledged to obtain amendments to the Act to secure:

The right to retire at 60 or at any time after 40 years' service;

The payment of 60ths for all superannuable service, including non-contributory service;

Provision for the widow and dependants of an officer who died before he became superannuable, and for his dependants should he die after superannuation;

The reckoning of indirect service in deciding an officer's right to a pension; and

Provision for those officers who were still outside the superannuation scheme.

These objects could be achieved only by legislation, but before initiating that the Association should first obtain the assent of the local authorities through the National Whitley Council. They must, therefore, first test the position with the National Whitley Council and, after that, would have to promote a private bill. It was impossible to say what the prospects of a private bill would be until after the general election.

Another difficulty was that the condition of superannuation funds throughout the country had deteriorated because of the reduced yield from investments. When N.A.L.G.O. secured the 1937 Act, it was more or less accepted that local authorities and their officers should go fifty-fifty in contributions, and the local authorities were not likely to forget that.

It was clear, Mr. Harrold continued, that the Association would have to be guided by the situation as it found it, and he therefore suggested that all the motions and amendments dealing with superannuation should be referred to the N.E.C., on the understanding that it accepted their spirit and was strengthened by the mandate given by Conference. Conference agreed with this suggestion, and the four notices of motion and nine amendments were referred en bloc to the N.E.C. without further debate.

ELECTIONS TO N.E.C.

Facts about Candidates Wanted

N. G. SMITH, Stretford, followed with a more controversial motion demanding that in future elections for the N.E.C. voting papers should be

any particular candidate, had little means of finding out the quality of his work, and therefore tended to base their votes on the candidate's official position and the pleasantness or otherwise of his name.

During the war, branches had voted through their executive committees, thus giving undue power to a few individuals in each branch to influence the choice of candidate by personal prejudice. Enterprising branches took advantage of the position by canvassing other branches for support for their candidate by setting out his qualifications. Each candidate should provide similar information, in fairness to him and to the members. Stretford was not asking for photographs of candidates or details of the colour of their eyes, but it



"Stretford was not asking for photographs"

did want more information than a bare statement of their official positions, which gave no indication that a man or woman was a good N.A.L.G.O. member.

H. S. BAILEY, Manchester, seconding agreed that, at present, members as a whole knew little about candidates. However the voting might be done, it was necessary to indicate as far as possible the N.A.L.G.O. activities of the candidates. They had already got on the N.E.C. some people who were really interested in the Association, but they wanted to be sure that all were equally interested.

"Might Operate Unfairly"

P. H. HARROLD, N.E.C., opposing, suggested that publication of the information asked for might operate unfairly against new members standing for the first time—for example, the man who had been serving in the Forces and who was little known outside his own branch. Whether Conference decided to continue the present system of election by branches, or whether it preferred to revert to the old system of election by individuals, those who voted should be expected to find out which were the best candidates to vote for, and branches knew their candidates. Moreover, who was to draw up the statement of qualifications? Were candidates to provide their own biographical details, or was that task to be handed to somebody else, and in any event who was to decide what was to be said?

Exercising his right of reply, Mr. SMITH argued that the men now in the Forces needed such a statement even more than did those at a home. As Stretford visualised the statement, it would be separate from the voting paper and quite brief. Branches would supply the material, which could be limited to a fixed number of words. Under the present system, the N.E.C. might just as well supply a pin with each voting paper.

Notwithstanding the opposition from the platform, Conference accepted this proposal. A further Stretford motion asking for reinstatement in the Annual Report of the table showing the possible and actual attendances of members of the N.E.C. at council and committee meetings was agreed without discussion.

TRIBUTE TO COLIN ROBERTS

"A Born Leader—Fine Work for Nurses"

On paragraph 24 of the Annual Report, recording that the N.E.C. had conveyed to COLIN ROBERTS, President for 1943-4, its sincere appreciation of his valuable services to the Association, and had presented to him an illustrated volume as a token of its regard, the PRESIDENT intervened to point out that, owing to the cancellation

of last year's Conference, Mr. Roberts had been properly thanked by Conference. Mr. Roberts had presided over two Conferences neither of them during his presidential year. He had been in the public service for 44 years—11 with the National Poor Law Officers' Association and 14 of them with N.A.L.G.O. He was a past-president of both these Associations and of the National Association of Administrators of Local Government Establishments.

Colin Roberts was a born leader, a man of courage and great capacity for work, culminating in his great contribution to the future of the nursing profession as chairman of the staff side of the Rushcliffe Committee. He had undoubtedly impressed his personality upon that committee and the honour awarded to him last year was small recognition of the fine work he had done for nurses. The Association, through Conference, wished to thank him for all he had done, an expression which delegates confirmed with acclamation.

"Strive for the Best—and Best will Come"

Replying, Mr. Roberts said that he warmly appreciated the reception given him: it was the culmination of many years of kindly acts by many men and women in N.A.L.G.O. He had enjoyed his N.A.L.G.O. work and was now both sad and happy—sad to say goodbye, but happy to feel that he was going with the good wishes of the great body of men and women. His philosophy of life had always been that it was not so much what you got out of an organisation as what you were able to put into it that mattered. His great joy in the past two years had been the help and support he had received from the younger members of the National Executive Council—particularly Harry Allen and A. G. Bolton, who had done such grand work on the Rushcliffe Committee. They had kept him young at a time when he had begun to consider himself rather a back number. It was a striking fact that N.A.L.G.O. had never once been criticised by any one of the several organisations representative of the nursing profession on that committee. It seemed appropriate that the volume presented to him by the N.E.C. had come from South Shields—the place at which he had first joined the National Poor Law Officers' Association. His final words to N.A.L.G.O. were that so long as its members continued to strive for the best, the best would come to them.

A WAR DAMAGE MYSTERY

"H.Q. Worth More After Bombing!"

On paragraph 29 of the Annual Report, A. S. GARNETT, Liverpool, sought an explanation of the apparently inexplicable decision of the War Damage Commissioners that the value of the Association's Headquarters in Abingdon Street after war damage was not less than the value immediately before the damage, and that in those circumstances the amount of any val payment would be nil.

W. STROTHER, N.E.C., replied that the decision was equally inexplicable to some members of the N.E.C., as the law always was inexplicable to the layman. The view taken by the War Damage Commission was, apparently, that, since the Association planned to replace the present buildings in Abingdon Street with modern offices, the site was worth more after the building had been damaged than it was before, because there would be less for the Association to demolish. The effect of this decision was that the Association had been refused compensation for the work it had to do before the staff could return from



War Damage Mathematics

Croyde Bay in 1943. They had tried hard to get out of that position, but the Commission was adamant. They were still hoping to obtain payment under the temporary works clause of the War Damage Act, and negotiations were now proceeding. The N.E.C. would do its power to obtain the best conditions



"Mr. Roberts... had impressed his personality upon the Rushcliffe committee..."

accompanied by a brief indication of the N.A.L.G.O. and allied experience of each candidate. Before the war, he explained, members were told only the name, branch, and official position of each candidate for election to the N.E.C.; nine out of ten knew nothing more about

roducing the service conditions section of Annual Report, H. ALLEN, N.E.C., said that reconstituted National Whitley Council had been in existence for 18 months. Today, there were only seven county councils, three city boroughs, and 83 non-county boroughs were not members of the appropriate principal councils. The numbers of members among the urban and rural districts were higher, but the local authority associations, the NALGO, were trying to persuade them to come in. Including all these small authorities, a total of 1,093 local authorities out of 1,530 were now within the Whitley system, leaving only 437, of whom more than 340 were still outside it.

Rehabilitation and Reinstatement

For many years, various committees and advisory bodies had been discussing the problem of recruitment and training, outstanding among them the Hadow Committee, which had recommended the setting up of a central advisory committee. Now the National Whitley Council said it should take the place of any *ad hoc* committee of that kind, and it had been made known in the House of Commons that the Minister of Health regarded it as the appropriate body to deal with all matters affecting the relations between local government officers and the local authorities.

On May 29, the National Whitley Council had approved new rehabilitation and reinstatement proposals for men discharged from the Forces, implementing the earlier scheme for those discharged unfit. In seeking these proposals, which are set out on page 388, the staff side persuaded the employers to include the several classes of officers who had been excluded from the original Reinstatement Act. The employers were now beginning to be educated on this matter.

In national salary scales, Mr. Allen told the conference that there was to be an early meeting of a sub-committee of the National Whitley Council, consisting of six members from each side, to go into the proposed scales and conditions of service. He also disclosed that, at the meeting of the National Council on May 29, it had been decided to recommend the restoration of normal annual leave up to a maximum of four weeks.

LOCAL SALARIES URGENT

N.E.C. Has Failed Lamentably

J. COTTE, Abertillery, then moved his motion registering strong dissatisfaction with the prevailing levels of remuneration in the service, particularly since local government officers had played such a vital role in maintaining the Government in war time, would have even greater responsibilities in the period of reconstruction, and were the only body of State servants without nationally agreed scales; and calling on the N.E.C. to press on with urgency with the task of securing an adequate national scale of salaries, and to take the necessary steps, including a publicity campaign, to secure public understanding and support of its claims.

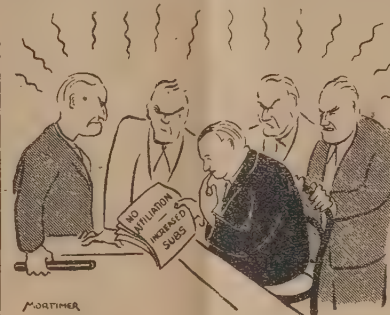
This, Mr. Cottle declared, was the most important item on the agenda. Many members were dissatisfied with the progress made towards national scales, and felt that local government officers needed something more than praise. At the Conference last met in Blackpool in 1938, the service conditions were much to the credit of the N.E.C., in its Annual Report, offered the hope that every officer would have a salary in keeping with his position and the work he did by it. But hundreds of members could not wait until 1950. The N.E.C. had done great work in helping the public what local government meant, but it had failed lamentably on salaries. Even the elected representatives were now satisfied that national scales would benefit the local authorities as well as their officers.

J. EVANS, Carmarthenshire, seconding, said that when he got home he would be asked what it happened at Conference. He would have told his members that their subscriptions had increased, that Conference was unwilling that they should be strengthened by affiliation to the T.U.C., and that they were to get a new scale of salaries—some time in 1950. Those answers were hardly likely to satisfy his members. It was

necessary to ginger up the staff side of the National Whitley Council. Today there was much discontent among the rank-and-file, especially now that the new scales for teachers were being put into effect.

Replying, Mr. ALLEN said that the Association could get a national scale of salaries within a week—but members would not accept it. Delicate and difficult negotiations of this kind inevitably took time to achieve a successful result, but there was no question of waiting until 1950.

The N.E.C. agreed with the principle of the Abertillery motion, but he urged Conference



Mr. Evans tells the boys back home

not to ask it to embark upon a publicity campaign. The local authority associations were as anxious to get on with consideration of the new scales as was NALGO, but haste in negotiating them might well result in disaster. Already they had power, under the Wages Councils Act, to compel local authorities to adopt the scales agreed.

On Mr. Allen's suggestion, the Abertillery motion and the amendments by the Southern District Committee (deleting the reference to the wartime and post-war activities of the service), Poole (calling for classification of positions when the new scales are prepared) and Hertfordshire County (transferring the call for action from the N.E.C. to the staff side of the National Whitley Council) were all referred to the N.E.C. A subsequent motion by the Herefordshire branch, calling on the NALGO representatives on the National Whitley Council to press for the early settlement and issue to those affected of the proposed salary scales and code of service conditions, was withdrawn, the President having given first permission for a Fulham amendment to this motion to be treated as an independent notice of motion.

Publicity for "Charter" Urged

This called for the circulation of the "Charter" submitted to the National Whitley Council to all branches, so that the Association's negotiators might have the views and criticisms of members upon it. Moving it, P. P. ROSENFELD, Fulham, said it was fitting that the fine work of the N.E.C. in re-constituting the National Whitley Council should be recognised. The staff side now had its Charter before the Council. But members knew only the heads of the Charter, and were not to be told its contents until it had been approved. It was the job of the Association as a whole to make up its mind what it wanted and to instruct its negotiators accordingly. Therefore, members should be allowed to see the Charter and to conduct a campaign for it. Their representatives must have freedom of action, but that was no reason why members should not give them a basis to work on. Many of the great national unions had made public their aims on wage claims, and had carried out publicity campaigns upon them. Let the N.E.C. show the members what it was aiming at. To do so would not in any way prejudice those claims; but united support for them might well turn the balance in their favour.

Miss D. D. CHILCOPE, Fulham, seconding, urged that the rank and file should be kept informed of negotiations which were proceeding. They were told that the negotiations would affect every man and woman in the Association, but the men and women concerned did not know how they were likely to be affected. If they were told the terms they might be able to help by some advice and criticism.

Replying for the N.E.C., W. O. DODD pointed out that it was the policy of the Council to obtain the best service conditions and salary scales for members that it could. But there were many difficulties in the way of broadcasting to members proposals which had been made to the employers in the National Whitley Council. Was it seriously suggested, for example, that branches would all agree with every detail of the proposals? Views would differ from branch to branch. How long did branches want to consider them? Did they want to wait until next Conference—or did they want the scales at the earliest possible moment?

Risk of Delaying Agreement

When approved, the new scales were likely to remain unaltered for some years. The N.E.C. wanted to get something that would attract the best brains in the country to the service of local authorities, and keep them there. But this was not an N.E.C. matter: they were dealing with Whitley machinery, under which each side appointed his negotiators, and those negotiators must have a free hand to discuss the best that could be arrived at by the method of compromise. They would not benefit greatly from the views put forward by branches—matters of this kind must be dealt with in the give-and-take of skilled negotiation.

Moreover, were the proposed scales and the other details of the Charter to be submitted to branches, the same information would inevitably reach the local authorities. What was their reaction going to be? The representatives on the employers' side realised that cheap brains were expensive—but if the local authorities got hold of the scheme they would pull it to pieces. For these reasons, Mr. Dodd asked Conference to leave the matter to Whitley machinery, to trust in that machinery, and to trust the N.E.C. They would obtain scales of which the Association could be proud. But if Conference was unwilling to leave it to them, it ran a grave risk of postponing the issue of the scales.

Mr. ROSENFELD, exercising his right of reply, urged that if the scales were going to operate for a long time, as Mr. Dodd had said they would, it was more important than ever that the Association should not buy a pig in a poke. Fulham agreed that the negotiators should have a free hand—provided the negotiations were based on scales which the members as a whole had approved. He agreed also that the negotiators would have to compromise—but Whitleyism should not mean that the N.E.C. must never tell members what its policy was. He was not prepared to accept that members of NALGO could not have democracy. The suggestion that only the Association's representatives on the National Whitley Council might discuss details of the Charter was contrary to the principles upon which the Association had been founded and built up. Members should be informed what was the target at which the N.E.C. was aiming, so that they might be able to judge how successful it had been by the distance it fell short of that target.

Despite this further appeal, however, Conference supported Mr. Dodd and rejected Fulham's motion.

Freedom to Stand for Parliament

H. H. YEA formally moved, and A. F. YARKER seconded a motion by the Southern District Committee instructing the N.E.C. to obtain the assistance of the National Whitley Council with a view to the removal of statutory or other special disabilities disqualifying local government officers from being candidates for election to Parliament—such, for example, as Section 83, paragraph 13, of the Local Government Act of 1888 (which provides that no full-time paid official of a county council shall be eligible to serve in Parliament).

J. PEPPER, N.E.C., offered the wholehearted support of the Council for this proposal, on the ground that, as citizens, local government officers were entitled to exercise the rights of citizenship and, if they wished and could secure election, to take part in national government. Conference agreed and the motion was adopted.

J. M. PARRY withdrew a South Wales and Monmouthshire District Committee motion on measures to safeguard the position of members returning from the Forces in favour of a similar motion and tabled by the Hereford and the Stret-

ford and District Electricity Board branches. This instructed the N.E.C. to urge the National Whitley Council to adopt and enforce a rule that local Government officers on war service who would normally have been regraded should, during their war service, be regraded and placed upon the appropriate step within the new grade as if they had remained in their civilian employment. For the purpose of the motion war service was to be understood as including, in addition to those serving with H.M. Forces, all who had been directed into civil defence and essential work.

T. H. GITTINGS, Hereford City, moving this proposal, explained that it was primarily intended for the boys and young men who had entered the services early in the war and were likely to return as men between 25 and 30. All wanted better conditions for returning warriors than they obtained after the last war, and national



"A chance to paint the town red"

recommendations were likely to be more effective than proposals submitted locally. His branch was willing to accept the Barking amendment substituting the words "making representations to ensure" for its own more imperative wording, "enforce a rule."

E. A. PONTEFRACT, Stretford and District Electricity Board, seconding, pointed out that adoption of the proposal would materially improve the superannuation position of the men concerned and would increase the amount of pension they were likely to receive should they have to retire on grounds of ill-health at an early age.

Object Already Attained

Replying, H. ALLEN, N.E.C., told Conference that the Association had already achieved what the motion asked. In its proposals for rehabilitation and resettlement approved on May 29, the National Whitley Council had recommended that each local authority should either empower its establishment committee or appoint a rehabilitation committee to deal with officers resuming their former service. This committee was to review the case of each officer and recommend to the local authority the grading and salary which should be given to him upon his resumption of service, regard being had to any incremental advantage or regrading he would have received had he remained in the service of the authority; promotions or permanent appointments made in his absence which might adversely affect his prospects; and the time which had elapsed and the higher salary standard now generally obtaining through the adoption of provincial council scales. It was further recommended that any officer aggrieved by the local authority's decision should be entitled to appeal through the local joint committee or his organisation to the establishment or rehabilitation committee and that, in the event of agreement not being reached, his case should be reported to the provincial council appeals machinery. The N.E.C., Mr. Allen continued, fully supported these proposals and it was up to the Association to see that the local authorities adopted and applied them. But the Barking amendment was essential, since it was not possible for the National Whitley Council to enforce a rule.

J. K. BIGGERS, Edinburgh, moved an amendment to limit the re-grading to officers who obtained the necessary qualification for their department in a specified period. Edinburgh, he said, was not opposed to re-grading *in absentia*, but it foresaw a danger of making promises which it would not be easy to fulfil. No man on war service should be encouraged to expect automatic re-grading unless he was prepared to obtain the necessary qualification. Every facility should be given to men returning from the Forces to retrain themselves for civilian work, but if they were to be regraded without obtaining qualifications, then the service would be undermining its educational and retraining scheme.

J. H. BAIN, Edinburgh, seconding, disclosed that the amendment had been tabled by ex-Service members of the branch.

E. A. PONTEFRACT, opposing, pointed out that there were still positions in the service for which no examinations were available. Adoption of the Edinburgh proposal would handicap members holding those positions and keep them down.

J. P. PHOENIX, Liverpool, while agreeing that the aim was to reinstate colleagues returning from the Forces in a position comparable with that they had left, pointed out that qualification was not today a condition of regrading. Those who had remained in the service did not accept the condition for themselves; why, therefore, should they impose it on those who had been in the Forces? The warriors had been through a great deal and were not returning to the life they knew before the war. They must be given the maximum possible time to adjust themselves, and it would not be fair to expect them to start studying right away—they must first be given a chance to "paint the town red." Conference supported this view, rejecting the amendment and approving the Hereford and Stretford motion as amended by Barking.

Gravesend withdrew its notice of motion asking local authorities to reinstate employees directed to industry or other work of national importance as if they came within the provisions of the Reinstatement and Civil Employment Act, 1944.

WELCOMING THE WARRIOR

"Make it Better than Last Time"

H. S. BAILEY, Manchester, moved his branch's motion which, while welcoming the proposals of the National Whitley Council for reinstatement, rehabilitation, and preservation of the superannuation rights of members demobilised from the Forces, regretted that they did not cover every form of national service, considered that the absence of adequate machinery for appeals might prejudice a proper assessment of their rights, and instructed the N.E.C. to seek their amendment. Mr. Allen's speech, Mr. Bailey admitted, had cleared the air. But did the recommendations of the National Council include all officers directed into industry; had they gone out to the provincial councils; and would they be included in legislation, so that members could be sure of them?

Manchester had in mind three kinds of cases:

1. The officer returning fit for service. His superannuation rights were covered only while he was serving and he must be reinstated at once to avoid a gap in service. There would be some backward authorities who were not always ready to do the right thing, but when all the recommendations of the National Council were made compulsory the position of these officers would be all right.
2. The officer returning slightly incapacitated. There were provisions for training and payment for this class, but there might be difficulties in filling the superannuation gap.
3. The officer returning with serious incapacity. These men were to be dealt with by a regional committee composed of panels of employers and staff association representatives, but he could find no provision for the submission of independent medical evidence. This was most important, since it should not be left to the government to say whose evidence was to be accepted. Some local authorities would probably do whatever involved the least trouble, and some men might thus be retired. N.A.L.G.O. must have means of putting forward its own medical evidence, and he looked for assurances and real safeguards from the National Council on this point.

A. F. HUTT, Manchester, seconding, said that Manchester's only object was to help the N.E.C. to stop up every rat-hole. They all wanted to give a better welcome today to men coming back than they got after the last war. But if they did not tie up every possible exit, when the bloom was off the victory they would get hard-faced business men at work, both in the branches and nationally.

Mr. Allen replied that the National Council had tried to "bung up every rat-hole." Its proposals covered those directed into work of national importance and those who had volunteered. Those who were returning unfit were pretty well covered under the rehabilitation machinery and the 1937 Superannuation Act. They had tried to extend the scope of the legisla-

tion, but the Minister would not do that. If a local authority tried to do the wrong thing, then it was a matter for local appeal; some cases had been taken to appeal already, mainly with success. If it were found that any points had not been covered, they would be dealt with by local application and questions in Parliament.

Satisfied with these assurances, Mr. Allen agreed to withdraw the Manchester motion and leave the matter in the hands of the N.E.C., on the understanding that it would do all it could. Conference approved and, since it was now 5 p.m., adjourned for the third day's proceedings.

Thursday's session opened with the withdrawal—in view of Mr. Allen's earlier assurance that the National Whitley Council had already done the point—of Farnham's motion demanding for officers transferred to industry the same reinstatement rights as members demobilised from the



"Had tried to bung up every rat-hole"

Forces. Then, N. McLEAN, Glasgow, moved his branch's comprehensive motion on reinstatement. This called for the urging upon the National Council of a comprehensive scheme to include:

- (a) Progressive national scales providing for an adequate living wage at and from age 21;
- (b) Adequate facilities to returning men and women to fit themselves for the higher positions in local government service, such facilities to include a system of rotation of duties in order to provide practical experience in addition to financial assistance and leave on full pay to undertake day-time study;
- (c) Provision for the advertisement of vacancies within authorities and, as far as practicable, throughout the service, together with the notification of such vacancies to officers on war service so that they might have an opportunity of applying for appointment;
- (d) the protection of those demobilised late in the scheme; and
- (e) the establishment of local joint machinery in every authority as the only suitable medium for applying national policy smoothly and speedily, especially with regard to the principle of "reinstatement in a position not less favourable . . ."

N.E.C. Policy "Incomplete and Negative"

Glasgow, said Mr. McLean, was in wholehearted support of the pledge given by the President in his address that the retired ex-Service man should be given the best the Association could obtain for him. But they were not asking specially favoured treatment for him as against a colleague who had been forced to remain in "civvy street," save in so far as it might be necessary to provide for those unable to resume their former employment and those needing special facilities to enable them to make up the lost years of study.

The present policy of the N.E.C. was incomplete and negative. It told the returning warrior that it had a threefold policy:

1. Reinstatement "under conditions not less favourable . . .";
2. For the man unable to resume his former employment, a reasonable time to recover, or alternatively, employment in another post not less favourable than his pre-war one; and
3. Refresher courses.

But many of the men coming back, and especially those under 25 to 27, were doing so reluctantly, and some were proposing to stay in local government only long enough to look round for a better job. Their objection was not to the work, but to the poor salary and prospects.

The difficulty arose from the use of the phrase "not less favourable." Conditions for members were never favourable, and it did not meet their expectations to promise them a return to those conditions. The men and women who

coming back were not the same as those who away: they had lived through and fought years of modern war—a war in which they fighting not only for self-preservation, but an ideal. They had gained in experience, ty, and responsibility, and were emerging with ter idea of what they wanted to see in the post-world.

that was the Association going to do for them would attract them back into the service? al government in the period of reconstruction did not afford to lose these fine colleagues. se things, in Glasgow's view, should be done: o proxy; that it believed in what they were hting for, and to create for them the opportu- nities for a full and happy life, NALGO ust come into the open more on the great al questions of the day. Local government ficers had a point of view and a wealth of knowledge and experience;

he Association must show that it would never ain tolerate the service conditions which had en the lot of many members in the past, and ay; and insist that whatever and wherever s job, the local government officer should ceive a living wage at an early age;

must overcome the existing obstacles to vancement, pressing for the recognition of efficiency and a widening of the field of opportunity.

ot Back to 1939—but on to 1949 !”

ith a living wage at 21 they would, by remove- the worry of financial difficulties, encourage bers to go for better posts confident that they d fill them and not simply because of the urgent al need to rise higher. The prospect of al gain was not the best incentive to ent service. Moreover, living wage at an age would remove the common danger that an who had to wait till middle age before ving a decent salary would by then have lost desire to change and would stay in the rut. Glasgow favoured the proposed “refresher ses, but it did not believe that efficient service solely dependent on the possession of tech- al, professional, or administrative qualifications. As necessary, in addition, to enable officers ain the practical experience that would enable to qualify for higher positions.

any had learned the lesson of apathy and sel- less. Let them resolve that, for NALGO, statement meant not merely a return to 1939, a march forward to 1949—to adequate wages working conditions and to a local government ice fit to take its place in a happy and prosper- Britain.

replying for the N.E.C., H. ALLEN said that Council fully supported Glasgow's objects the National Whitley Council for England Wales had already covered most of them. He ed that the Scottish delegates would go back Scotland and see to it that their own Joint ncil did as well. The motion was approved nimosly.

OTHER PENSIONS URGED

dequate Institution Salaries

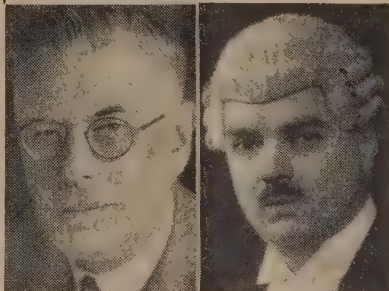
7. BROOKS, Slough, followed with a motion cting the N.E.C. to make the strongest possible resentations to the Government for an increase the pensions of local government officers, pective of income and commensurate with the eased cost of living, immediately on the ination of the Pensions (Increase) Act, 1944. he motion was first published in LOCAL ERNMENT SERVICE, he told Conference, his mch had received many letters from pensioners ratulating it on having raised the issue. It eplorable that no big local authority had en it up. Every increase in the bonus for ers in the service re-emphasised the hardship ag suffered by pensioners.

H. HARROLD supported the motion for the C. and Conference approved.

E. ASHMAN, Hertfordshire, moved his branch's ion condemning as “totally inadequate” the es and salaries laid down by the National hley Council for masters and non-nursing rons of public assistance institutions, and cting the N.E.C. to reopen the question with object of obtaining better scales. He accepted two amendments—one by the North-Eastern rict Committee to substitute “unsatisfactory” “totally inadequate,” and the other by the th Wales and Monmouthshire District Com- ee to include in the condemnation the mode of lication of the salary scales and the con- ons of service.

These scales, said Mr. Ashman, were the first mistake of the reconstituted Council and had hit members in his own area very hard. But they would forgive the mistake—a man or a body

NEW PRESIDENT AND VICE-PRESIDENTS



F. H. Harrod, M.C., B.A. C. J. Newman, O.B.E.

F. H. HARROLD, M.C., B.A., NALGO's new President, has been Director of Education at Coventry since 1923. Beginning his career as a schoolmaster, he taught in various types of schools until 1920, when he was appointed administrative assistant to the Leeds education authority. From 1921 to 1923, he was personal assistant to Mr. (now Sir) Percival Sharp, then director of education at Sheffield. Mr. Harrod is a member of the executive committees of the Association of Education Committees and of the Association of Directors and Secretaries for Education.

Joining NALGO in 1923, he was elected to the Coventry branch executive in 1927, and was branch president from 1930 to 1933 and again since 1939. In 1935-6, he was chairman of the West Midland district committee and in 1935 was elected to the N.E.C., where he has served on the service conditions, education, and finance committees and as chairman of the council from 1941 to 1943. He is also a member of the NALGO reconstruction committee.

D. J. PARRY, M.A., B.Sc., senior vice-President, entered local government in 1925 as assistant solicitor to Cardiff City Council. Transferring to Glamorgan county council, he was appointed deputy clerk in 1935 and clerk in 1943. He was elected to the N.E.C. in 1932, became hon. solicitor for Wales in 1933, and in that capacity has sat on every committee and sub-committee of the council.

C. J. NEWMAN, O.B.E., junior vice-President, entered the service in 1927 as assistant solicitor, Exeter, became deputy town clerk a year later, and town clerk in 1930. He is a member of the law and housing committees of the Association of Municipal Corporations (serving as vice-chairman of the latter for the past nine years), of the central housing advisory committee, of the executive council of the Society of Town Clerks (of which he has been hon. treasurer for 10 years), and this year was appointed hon. treasurer of the newly-formed County Boroughs Association. In 1942 he was awarded the O.B.E. for “outstanding courage and devotion to duty” in the air raids on Exeter.

Mr. Newman's rise in NALGO has been equally rapid. Joining the Association in 1927, he was vice-chairman of his branch in 1928, chairman in 1929, president in 1930, and in the same year vice-chairman of the South Western district committee, of which he became chairman two years later, a position he has held until this year, when he voluntarily retired. Elected to the N.E.C. in 1935, he has served on finance, public relations, and education committees (of the last of which he has been chairman since 1942), and is also a member of the NALGO reconstruction committee.

which never made a mistake never made anything—provided it were rectified.

R. W. RAMSAY, N.A.A.L.G.E., supporting, urged Conference to back the motion with an expression of its disgust at the findings of the National Council. He understood that the matter had now been reopened, but Conference should

insist on something far in advance of what had been first approved. The scales and conditions accepted represented a grave danger to every officer in that, for the first time, they adopted the principle that remuneration was to be based on the number of inmates of an institution. That meant “pauper farming.” He hoped that Conference would show every sympathy with these seven-days-a-week men and women and insist that the lowest paid master was not paid less than the lowest paid junior in a finance department.

MR. ALLEN, while not accepting all Mr. Ramsay's criticisms, said that the N.E.C. appreciated what had happened and had asked a special committee of the National Whitley Council to prepare a supplementary report which would remove the distasteful features of the recommendations. He asked Conference to support the motion as amended, and this it did.

HIGHER WAR BONUS

“Improve Salaries First”

P. P. ROSENFELD, Fulham, followed with an amendment—which was treated as a motion—calling on the N.E.C. to do all in its power to secure a substantial increase in the war bonus in the near future and to secure that the calculation of the cost of living index was based on today's social conditions rather than those of 1914.

In considering the bonus, he urged, Conference should remember that for thousands of officers it was based on salaries that were themselves totally inadequate, and it was high time they doubled or trebled the prevailing salary scales.

For the N.E.C., MR. ALLEN supported in principle, while warning Conference that the National Whitley Council would not get down to the problem immediately. The cost-of-living index had not increased since the last award was agreed, and they must leave their representatives free to choose the best time to make another application. He agreed that basic salaries were inadequate, and their first effort now must be to see that these were increased. The employers were getting very restive about repeated applications for a higher bonus—and they must take warning from the fact that similar applications were now being rejected by the National Arbitration Tribunal, which was the Associations' last port of call. Their main effort, therefore, must be directed towards improving salaries. The motion was adopted unanimously.

TRANSFERRED EDUCATION STAFFS

Move to County Branches Opposed

R. WALLACE, Eccles, raised the difficult problem of the appropriate branch for members transferred from district to county council control under the new Education Act. The N.E.C. had decided, after consultation with district committees and district officers, that from November 1 next these officers must become members of the appropriate county branches, arrangements being made for them to retain contact with their former branches for social and educational purposes. Eccles took the contrary view, and his motion called for amendment of the rules to enable them to retain membership of their present branches.

The question, Mr. Wallace declared, was important not only to officers of the former Part III. education authorities, but also to those who might at some future date be transferred from one authority to another by reason of changes in local government. The Eccles proposal was deliberately permissive, not mandatory, so that transferred officers who worked near the headquarters of the county branch and found it more convenient to be attached to that branch, might do so; the main object, however, was to allow transferred officers to stay with their present branches. Were these members to do this, the county branches would lose nothing; whereas, were they to be required to transfer to county branches the Association might well lose members, and the branches from which they were transferred, some of them very small, might be reduced to insignificant and disinterested units.

In Lancashire, for example, there were now 40 educational divisions, including excepted districts. Assuming an average of ten transferred members per division, the Lancashire County branch, if the N.E.C. recommendation was adopted, would automatically increase by 400 members. He did not suggest that the interests of these members would be less adequately protected were they to become members of the county branch; but small units some distance from the county seat were apt to be forgotten and

the members concerned would not have the same opportunities for meeting colleagues in other departments of the county council and discussing NALGO matters. Those living far from county headquarters would have a long way to travel to branch meetings, with all the attendant difficulties and expense, and the prospect of these small detached units obtaining representation on the county branch executive would be scanty.

The big increase in county branch membership and funds which would result from the N.E.C. proposal, together with additional representation on district committees and Conference, would all be at the expense of the small branch. It was, he submitted, the duty of the Association to do everything possible to maintain the strength and interest of the small branches. It might be objected that differences in service conditions between county and district councils would create difficulties; but the solution of this problem lay in more rapid attainment of national conditions. In the meantime, any problems affecting transferred officers who remained with their present branches which called for representation to the county council could be dealt with by the NALGO district officers after consultation with the county branch concerned.



"Into the wilderness of the county branch"

L. J. BARRELL, Eastern District Committee withdrew an amendment making retention of local branch membership mandatory, but restricting it to those employed by borough or urban district councils which were excepted districts, on the ground that a later amendment tabled by Luton branch was more appropriate. Poole branch similarly withdrew its amendment to limit the concession to branches covering a local authority which was an excepted district.

More Sub-Branches Needed

J. R. SIVELL, Highburn, moved an amendment instructing the N.E.C. to direct branches to which members were transferred to encourage the formation of sub-branches in the divisional executive areas in order to preserve local interest, and to give such sub-branches direct representation on the parent branch executive. His branch, he explained, sympathised with the Leedes motion, but felt that, while all were members of the national Association, they should have greater concern with local organisation. There were many active members in small branches—his own, for example, had increased its membership in two years from 35 to 56. Were its members in the education service to be transferred to the county, it would lose the chairman, secretary and two members of the executive. Was it right to send these men, who had been active in local branch affairs, into the wilderness of the county branch? Many members of county branches had no more interest in NALGO than simply that of subscribers to it.

At the same time, Highburn agreed with the N.E.C. that transferred officers must go to the county branch; members could be looked after properly only by a branch which dealt direct with their employing authority. In his county, three different rates of bonus were being paid, and the county council was paying a better rate than the 6th award of the National Whitley Council. Two councils were paying the 6th award and some members were paying the 5th award. Many similar anomalies were liable to arise.

H. ALLEN intervened from the platform to say that, if details were sent to Headquarters, the Association would take up at once the question of any local authorities still paying the 5th bonus award and, if necessary, would take them to the National Arbitration Tribunal. The N.E.C. had been very concerned with the effect of the Education Act, but had been compelled to adhere to the fundamental basis of NALGO organisation that a member must belong to the branch covered by the local authority he served. It was impossible for a local authority to deal with representations from twenty different branches.

A. E. CLOUDS, Reigate, came next to the rostrum, but before he could speak an inaudible call from the floor brought from the President a reminder that delegates wishing to move anything must do so in the proper way and come to the microphone. But Mr. Clouds would have none of this. "I am here," he declared beligerently, "and nobody is going to get this microphone until I have had my say!" Keeping a firm hold upon the coveted object, he protested that, as a member of NALGO and a trade unionist, he had every right to decide to which branch he was going to belong—a branch in which he would not have to travel long distances to argue about his position with officials who thought they were better able than he was to put his own case. NALGO members were not responsible for the Education Act nor was that Act likely to be the last measure which would affect members in a similar way. The smaller branches could conduct their affairs and protect their members just as well as the larger branches, and he doubted whether education staffs would get better conditions by becoming members of county branches than they would by remaining with their present branches. The N.E.C. was suggesting taking the rights of the individual member away from him. The same conditions should operate in NALGO as in other trade unions.

"Will be Welcomed by Counties"

L. O. GRIMSHAW, Ince-in-Makerfield, speaking as a transferred officer, said that his conditions of service were controlled by the county council, and if anything went wrong with them he wanted to shout in the proper place—the county branch. Conference must not let sentiment run away with it. Transferred officers were sorry to leave their local branches, but they believed that the county branches would welcome them in the proper NALGO spirit. Moreover, the county branches would benefit from the experience and enthusiasm of the officers transferred to them.

E. L. RILEY, N.E.C., felt sure that county branches would receive the members transferred to them with understanding and sympathy. He hoped that the local branches from which they had been transferred would allow them to continue their social connections. The same problem had arisen in the past with the transfer of poor law officers and had worked out satisfactorily; it might arise again over the health services. The N.E.C. proposed to watch how the new scheme worked during the coming year and would present a report next year.

Better County Organisation Wanted

Conference supported the N.E.C., rejecting the Highburn amendment, whereupon A. E. NORTROP, N.E.C., speaking for the Luton branch, moved its amendment instructing the Council to re-consider its decision and at the same time review the whole question of branch membership of county officers, with a view to securing a system which would result in a larger recruitment of such officers. Present membership was inflated by large numbers of temporary officers to whom he wished to pay a tribute for the magnificent job they had done. But the service would eventually be losing them. Mr. Cole of Plymouth had called for an increase in the number of divisional organisers to recruit the big potential membership in the rural areas. At present, the excepted districts were claiming to appoint and control all the officers in the education service in their areas, and it was not yet known whether their claim was likely to be accepted. The Minister had not yet approved a single scheme for an excepted district. It seemed likely, however that certain officers would be controlled by the councils of the excepted districts, while some would be transferred. The N.E.C. decision was, therefore, premature. Mr. Nortrop asked the N.E.C. to take this question back and return next year with some definite conclusions on the problem of divisional organisation.

F. R. MANN, N.E.C., speaking for the West Riding branch, seconded. As secretary of the biggest county branch in the country, he believed that NALGO could never get 100 per cent membership with its present organisation. The problem of district organisation had been acute since 1930, when his branch set up 16 sub-branches. Today, only three of those were active, and out of 3,000 officers in the West Riding, only 1,500 were members—largely owing to the lack of interest of the out-district members. He could not see why there could not be adequate liaison on service conditions between the district and county branches and he, too, asked the N.E.C. to

review the present organisation. Conference upheld this view, adopting the Luton amendment. This brought Mr. RILEY to his feet to protest that, while the N.E.C. would reconsider the matter as Conference wished and present a report next year, the rule would have to operate in the meantime for the year 1945-46.

There followed a long debate on the proposed new rules and Constitution of the Association which had been completely revised by the N.E.C. After H. RILEY, N.E.C., had formally moved that these be approved and adopted, C. W. GERT, Kent County, opened the discussion by an amendment in the name of his branch and South Eastern District Committee to cancel the proposed new rule 2(c) which would permit a nurse who had joined NALGO when employed by a local authority to retain her membership on transferring to a voluntary hospital. This was the thin end of a wedge for admitting to membership a host of people who were not local government employees, he complained. What about officers who



Mr. Clouds gets tough

Universities for training—should they also be allowed to retain their membership? And what about restricting the concession to nurses—what about masseurs, radiographers, etc.?

C. WATERS, Kent County, seconding, and speaking as a treasurer of a big branch, warned Conference of the difficulty of collecting monthly subscriptions from nurses who would be scattered all over the county.

Mr. RILEY urged that a good case had been made out in 1943, and the N.E.C. had submitted this amendment to meet the position. The amendment did not invite branches to recruit nurses, was merely a permissive clause inserted to meet the unfair position that nurses who joined NALGO were compelled to resign when they had to go to a voluntary hospital to obtain qualification before returning to the local government service. Mr. Riley's explanation convinced Conference and the amendment was defeated.

LOCAL AFFILIATIONS "Freedom of Action" Sought

G. BAPTIST, Swansea, in the name of the South Wales and Monmouthshire and Scottish District Committees, moved the deletion of the proposed Rule 4, prescribing that, unless the consent of Conference be first obtained, the Association or any district committee or branch should not affiliate to any organisation which was associated directly or indirectly, with any political party or organisation. The N.E.C., he urged, had appealed to Conference for freedom of action in connection with its charter, and branches members wanted equal freedom of action. Conference had been generous to the N.E.C. let it now be generous to itself. Were the rule adopted, much of the time of Conference in the future would be taken up by going through applications for affiliation of one kind or another. There was no evidence of any need for the rule or that any branch or district had ever done anything calculated to bring ill-repute on the name of NALGO.

H. S. BAILEY, Manchester, opposing, reminded delegates of their decision on the previous year against T.U.C. affiliation, and urged Conference to decide matters of this kind. Were

dicts allowed to do as they liked, the position would be absurd.

G. TROLLOPE, South Wales and Monmouthshire District Committee disclosing that one branch had been affiliated to the local trades and our council for over 30 years, emphasised the real difficulties of the South Wales branches if this rule to be adopted. Some members in South Wales had belonged originally to the National Union of Clerks, then they joined their union, and later they came over to NALGO. On joining NALGO they were given an honourable assurance that affiliations would be made while members of these other unions would make no difference. Now Conference was being asked to take away that right,



"Branches wanted freedom of action"

then more than 20 years ago. Conference could consider the possible repercussions. They heard a lot from Mr. Allen about the National Whitley Council. His own local authority had been opposed to Whitleyism, but going to the contacts opened to him through his branch's affiliation he had done some "lobbying" with the result that it became a member of the provincial council and had provided a chairman of the National Whitley Council. Welsh members had been defeated on affiliation, but they would come to Conference on that issue again and again. All were 100 per cent for NALGO and they assured Conference that if the rule were deleted, the Association would not lapse. Conference whacked them yesterday—didn't let it kick them today.

Will Destroy Branch Virility?

A. R. RIDING, Hayes and Harlington, urged that NALGO had been built up on the basis of freedom and toleration for branch activities. Adoption of this rule would destroy the virility of branches—a virility which many had manifested by taking an active part in the life of their community. One of the ways in which the public relations policy could best be carried out was through affiliation with local movements. He did not believe in affiliation to the local trades council, but there were other organisations, such as post-war problems committee, with which branches wanted, and ought, to affiliate. This would create a sense of frustration. Who was going to see that it was carried out? The case of "associated indirectly with any political party or organisation" would lead to heresy and schism. The soul of any organisation tended to be destroyed when the freedom of its units was interfered with. They should worship a machine so that they destroyed the life of the branches. Adoption of the rule would create an atmosphere of suspicion which would mean the beginning of the end of the spirit which they called the "spirit of NALGO."

E. L. RILEY, N.E.C., told Conference that during the last year the Council had received several applications from branches for permission to affiliate to trades and labour councils and also requests from local political parties for affiliation to be paid. It was for that reason that the rule had been drafted, and they were hoping for a decision from Conference. The N.E.C. did not want to interfere with local autonomy—this was a national issue upon which they did not have a national rule if they were to avoid a chaotic situation. If branches had sufficient faith in their own cause they should be prepared to come to Conference and seek permission for any affiliation they sought. This appeal was rejected the day, Conference rejecting the amendment and agreeing that the rule must stand.

But delegates were still not satisfied with the Council's draft. A. MELLOR, West Midlands District Committee, moved that it be amended to read "No branch or district committee shall affiliate to any organisation without the consent of the National Executive Council, neither shall the Council affiliate to any organisation without the consent of Conference." His committee agreed, Mr. Mellor explained, that some regu-

lation of NALGO association with other organisations was necessary, but believed its version of the rule to be better. Procedure under the N.E.C.'s rule would be cumbersome, requiring branches and districts to come to Conference in each case and calling for a definition of "indirect" association with politics—often very difficult, as debates in Conference had repeatedly shown. They therefore proposed that the reference to politics be removed and that the N.E.C. be empowered to give permission for all local affiliations—it was quite capable of interpreting the opinion of Conference.

E. L. RILEY, for the N.E.C., objected that this amendment went much further than the proposed rule, imposing a duty on the N.E.C. to deal with all manner of questions. If Conference preferred it, however, the N.E.C. was willing to accept the responsibility. But Conference did not prefer, and the amendment was rejected.

Consent of Conference and N.E.C. Sought

H. N. SCHRADER, Smethwick, followed with an amendment forbidding the N.E.C. from affiliating with any organisation associated, directly or indirectly, with any political party or organisation without the consent of Conference, and forbidding a district committee or branch from similar affiliation without the consent of the N.E.C., provided that, should a district committee or branch consider that consent had been unreasonably withheld, it might appeal to Conference. This, he contended, defined the intention more clearly and would make the rule more workable. The present rule would mean that the time of Conference would be taken up debating dozens of applications from branches and districts—and he could not see why Conference should waste its time discussing whether the Much Cowslip branch should be allowed to affiliate to the local Society of Frothblowers. The N.E.C. was capable of deciding that, subject to the right of an aggrieved branch to appeal direct to Conference. Voting on this was close, making a count necessary. It showed that Conference had rejected the amendment by 307 votes to 293.

J. A. PACKER, Brighton, then moved an amendment to exclude from operation of the rule any affiliations made in the past. This, he urged, would enable Conference to be kind to those branches which had taken local action in their own interests without affecting the non-political policy of the Association. Such branches knew the local circumstances and had found that by working with certain people they could promote harmonious relations with other bodies for the good of the community at large. Apart from this concession, Brighton approved the proposed rule.

A. J. CUTLER, Brighton, seconding, said that the amendment would meet the position of the South Wales branches, whose case had been put by Mr. Trollope. The affiliations they had made had not jeopardised the position of the Association. "Old Mother Riley" was opposed to the concession, but delegates should emulate her daughter Kitty and say: "No, Mother, you are not going to take our rights away."

Mr. Riley's Disavowal

G. BAPTIST, South Wales and Monmouthshire District Committee, told Conference that the President, when he visited South Wales, had publicly testified to the good relations established between the local authorities and NALGO there, and appealed to Conference to do nothing to impair those relations. Were they going to risk the best interests of NALGO merely to appease "Old Mother Riley" and Co.?

These two references brought Mr. RILEY to his feet.

"I have been called many things in my time," he declared, amid laughter, "but I can assure Conference that I am not a mother—and in any case I intend to resist the affiliation order." The N.E.C. was prepared to leave the decision to Conference. Conference decided, and approved the Brighton amendment.

The President ruled that a further amendment, by Heston and Isleworth, to permit affiliations approved by a ballot of members, had fallen by reason of the earlier rejection of the ballot, and Conference approved the new rule as amended by Brighton and adjourned for lunch.

On the resumption, with only 23 hours to go and 71 items still to be considered, it was clear that Conference would need greatly to speed up its proceedings. But consideration of the new rules was to continue for some time yet.

H. N. SCHRADER, Smethwick, moved an amendment to Rule 13 designed to give greater latitude

to branches in forwarding subscriptions to Headquarters. As put forward by the N.E.C., this rule disqualified from nominating and voting for candidates for election and from sending representatives to Conference any branch which had not sent all moneys due to the Association on February 28, May 31, August 31, and October 31 in each year. Smethwick sought to restrict this disqualification to those branches which had not, by December 31, sent the subscriptions due for the year to October 31. While agreeing with the need to tighten up organisation and to take disciplinary



"I am not a mother!"

action against branches which failed to fulfil their obligations, Mr. Schrader felt that the proposed rule was too harsh. A delay in sending subscriptions on the due date—possibly as a result of the illness of the branch treasurer—did not merit the punishment proposed.

G. S. REEMAN, Wolverhampton, seconding, called on the N.E.C. to devise better methods of disciplining its officers.

Opposing the amendment for the N.E.C., E. L. RILEY said that in the past the Association had lacked adequate discipline over branches, and the proposed rule would give it. There was a serious obligation on all branches to remit subscriptions to Headquarters promptly, for if every branch delayed sending its subscriptions until December 31, Headquarters would have to operate for most of the year with a heavy and costly overdraft. In fact, it was only about five per cent of branches which failed to comply with the rule, and Conference should strengthen the hands of the N.E.C. in dealing with them. Conference agreed, rejecting the amendment.

Who Should Elect the N.E.C.?

Next, E. C. R. CHINN, for the Yorkshire District Committee and Rotherham and District branch, moved the deletion of the proposed new rules 41 and 42 and their replacement by the former rules 42, 43, and 44. The former rules provided for the election of the N.E.C. by the votes of individual members; the proposed new ones, in accordance with the decision of the 1943 Conference, provided for the election to be by branches. Supporting the reversion to pre-war practice, Mr. Chinn urged that it was not right to disfranchise individual members, particularly at a time when Conference had just increased the amount of their subscriptions and had decided to provide them with details of the NALGO activities of candidates. Continuance of the war-time system would increase individual apathy, which all were deploring and, although some of the former ideas were unworkable today, it should be possible to devise some means of restoring the individual vote.

H. CHARLTON, Bolton and District, supporting, contended that the present method of election by branches had proved most unsatisfactory, even as an emergency measure; that it should be made permanent was unthinkable. As had been truly emphasised in the leading article in the current LOCAL GOVERNMENT SERVICE—"the strength of a trade union resides in its members, not in its wealth"—and the strength of the members depended on their interest, and not merely on the count of their heads. It was essential to maintain and increase the interest of the rank and file. The present system was easier for branch secretaries—it gave them less work and a greater say in the choice of candidates—but it was not his idea of democracy. What would the public say were it proposed to leave the election of M.P.'s in the hands of local authorities? Every member of NALGO had a right to vote for the candidate of his choice; yet now the N.E.C. was quietly seeking permanently to deprive them of that right and of one of the few opportunities they had to determine the future of the Association.

All to Vote for N.E.C. : No Separate Poll for Women

A. F. HITT, Manchester, supporting, said that he, too, was a branch secretary but did not welcome the responsibility put upon him under the present system. In future, members would know more about their candidates, and they should therefore insist on going back to the old practice of each member giving his vote.

F. L. RILEY, N.E.C., replied that when Lancashire and Yorkshire agreed, it was impossible for the N.E.C. to resist. But branch voting was a decision of Conference, not of the N.E.C. Conference adopted it in 1943, on a motion of the Kent County branch. If Conference now wished to change it and revert to the old practice, nobody would be happier than the members of the N.E.C. In this atmosphere of general accord, Conference approved the amendment.

An amendment by the Southern District Committee to retain Poole in the Southern District was accepted by the N.E.C. and agreed without discussion, and Conference went on to discuss a Yorkshire District amendment to rule 50. This rule, after defining the number of members of the Council to be elected from each district, would restrict, until the end of the "period of the war emergency," or until Conference otherwise determined, the number of representatives of each district to that elected in 1944, and Yorkshire wanted to change the determining year to 1945. E. HAWKSWORTH, explaining that otherwise the present representation of the district would be reduced. Mr. RILEY had no objection, and Conference again approved—with the result that two further amendments by the South Eastern District Committee and Kent County branch and by the Surrey County branch fell.

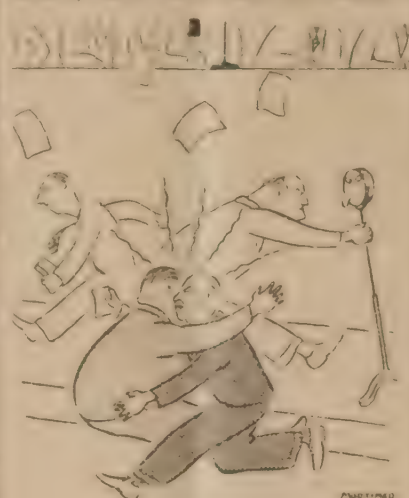
N.E.C. Power to Discipline Branches

J. A. PACKER, Brighton, voiced his branch's objection to the proposed Rule 89, empowering the Council to take such action as it deemed necessary in the event of any district committee or branch failing to carry out the policy of the Association, or was guilty of conduct prejudicial to the interests of the Association. It was Conference, not the N.E.C., which should decide on disciplinary action Mr. Packer argued, moving an amendment to this effect.

E. L. RILEY, N.E.C., opposed, on the ground that this issue was vital to the Association's success as a trade union. In the past, one or two branches had resisted the policy laid down by Conference on trade union organisation or Whitleyism, and the N.E.C. must have power to bring them into line. If it were laid down that every infraction of policy must be reported to Conference, it might involve 12 months delay before effective action were taken. The N.E.C. could be relied upon not to abuse its powers. Conference supported the N.E.C., and the amendment was defeated.

Finally, E. E. ASHMAN, Hertfordshire County, moved an instruction to the N.E.C. to include in the rules a statement of NALGO's respon-

local government employees designated as servants. This was specifically provided for by the N.E.C. rules. It was suggested that associations should be eligible for membership of NALGO. This, Mr. RILEY declared was a serious matter. In the North Wales up to the 1940 Conference, South Wales had accepted both officers and servants. But since 1940, they had been required to confine membership to officers. The 1940 ruling had created some ridiculous anomalies. In some areas, caretakers were designated as officers, in others as servants; in one area, a sexton was an officer and in another a



CONFERENCE ALLEGRETTO

cemetery superintendent was a servant; a hospital barber and a pig-keeper were officers, but in another hospital an engineer was a servant.

For the N.E.C., E. L. RILEY strongly opposed this suggestion. They were the National Association of Local Government Officers, and no matter how sympathetically they might feel towards the men and women referred to by Mr. Parry, it was not possible to admit those who were not eligible for membership. The right way to deal with anomalies was to get the designations of the officers affected changed. Conference approved this statement of policy, rejecting the motion.

H. S. BAILEY, Manchester, moved an amendment to Rule 4, designed to define a retired member as a person who had retired from the service on superannuation owing to incapacity or on attaining an age limit under a Superannuation Act or as the result of any Act of Parliament and who on the day immediately preceding the date of his retirement had been continuously a member for five years—instead of two under the present rule—and was elected a retired member by the N.E.C. on the nomination of his branch; with the proviso that the application for election as a retired member should have been made within eighteen months—instead of twelve under the present rule—of retirement and that the retired member should not be eligible for membership of the N.E.C. or for office in a district or branch and should not be entitled to vote when a ballot or referendum of members was taken. The object of the amendment, Mr. Bailey explained, was to avoid the possible exclusion from retired membership of any individual who wished to remain in the Association, and he was prepared to leave the detailed interpretation to the N.E.C. Mr. RILEY undertook to consider and try to give a proper interpretation to Manchester's wishes. Mr. Bailey accepted this assurance, and Conference approved.

Separate Poll for Women Abolished

In view of the very short time now left to Conference, A. F. HITT withdrew another Manchester motion to prevent retired members being appointed representatives at Conference, on the understanding that it might be re-introduced next year.

E. L. RILEY announced that the N.E.C. would leave to Conference the notice of motion by the East Midland District Committee to delete section 2 of Rule 51, which provides that in the event of two women not being elected in the

conference N.E.C. election, two should be elected by the members at a special in a separate election. Conference approved the motion, thus ending the separate election for women.

S. H. BRODIE, N.E.C., moved a motion by the Scottish District Committee and Glasgow branch to amend Rule 95 (dealing with the election of sectional or professional organisations on the Standing Joint Committee and Conference) so as to bring representation of such organisations in Scotland into line with that in England, providing that for this purpose a Standing Joint Committee be set up in Scotland. For years, Brodie complained, Scotland had been out of line with England in this respect, and this was an opportunity for it to come into step.

Abertillery branch had moved an amendment asking for a Standing Joint Committee for Wales, but Mr. RILEY held that this was not practicable since there were no separate sectional bodies in Wales. In any event, the rule gave the Council power to appoint a Joint Consultative Committee for England and Wales and a Joint Consultative Committee for Scotland and to make regulations therefor, and this adequately covered Mr. Brodie's point.

J. F. ANDERSON, Sanitary Inspectors' Association of Scotland, opposed the Scottish motion on the ground that it would rob the sectional and professional societies in Scotland of the direct representation they now enjoyed. They had given NALGO their members and their money, he said, and had put the future of their bread and butter in NALGO's hands. A consultative committee was a poor substitute for direct representation, and he urged Conference to keep faith with the Scottish societies and reject the motion so that the Scottish District Committee might think again. But Conference would not agree and approved the motion.

In the absence of further amendments, the draft revised Rules and Constitution, together with revised Standing Orders for Conference, were approved as amended.

JOURNAL ADVERTISEMENTS Call for Greater Censorship

S. H. MATTHEWS, Isle of Wight, moved branch's motion expressing concern with the advertisement appearing in LOCAL GOVERNMENT SERVICE and instructing the N.E.C. to institute forthwith a method of censorship to ensure that future advertisements were compatible with the status of the journal and inoffensive to the intelligence of its readers. While they knew that a greatly improved journal was promised as soon as present controls were withdrawn, he said, censorship of the advertisements was necessary now, since today it was clearly either non-existent or ineffective. Advertisements offering goods at cut prices or on the instalment system, together with advertisements which seemed to suggest that all local government officers were under-



"When Lancashire and Yorkshire agree..."

sibilities in respect of the National and Provincial Whitley Councils. At the moment, he said, many members were not clear on the Association's position in relation to Whitleyism, and clear directions should be given.

Opposing, E. L. RILEY, N.E.C., argued that it was not practicable to include the constitution of Whitleyism in the rules of the Association—but he promised that the N.E.C. would consider including the constitution of the National and Provincial Whitley Councils in next year's Annual Report. Conference was satisfied with this.

This concluded consideration of the direct amendments to rules, but not of the rules themselves, for at the end of the agenda were four notices of motion which, if accepted, would involve an alteration of rule. Moving the first of these, in the name of the South Wales and Monmouthshire District Committee, J. B. PARRY, Glamorgan, called for a revision to provide that all



"To institute... a method of censorship"

and wanted to increase their height, should appear in NALGO's journal.

J. H. WARREN, N.E.C. chairman of the public relations committee, opposed any general censorship, on the ground that complaints about specific advertisements could be better dealt with in other ways. If Conference would leave it to the N.E.C., it would look again at the advertisements complained of. Conference rejected the motion.

On the section of the Annual Report outlining the proposal eventually to transform the GOVERNMENT SERVICE into a weekly journal to be put on public sale and to supply members with free "Headquarters Bulletin" confined to NALGO domestic affairs, P. P. RUSSELL, Fulham, asked for an assurance that the law would provide an opportunity for a full expression of opinion among members. "Readers' Forum" was a most valuable feature of the journal, which the Association could not afford to

WARREN replied that Conference was now asked to approve the proposals in principle since there was no prospect of the changes made for some time to come. But he had doubt that the N.E.C. would be able to meet Rosenfeld's point.

F. HUTT, Manchester, while averring that association had an exceedingly energetic and public relations committee, an able and public relations officer, and a big plan of action in front of it, warned the N.E.C. against LOCAL GOVERNMENT SERVICE by adopting new policy. Not long ago the journal was ed and derided throughout the country. It was a first-class magazine and one of the best means of securing and retaining the best of the average member. He was fearful of "Headquarters Bulletin." Could they rely on branch and district magazines, of which were good, but none of which was national? LOCAL GOVERNMENT SERVICE was best thing the average member had—all could to "Readers' Forum," in which any dual hope or plan could be put forward, the Association must not risk losing that.

Speed-up

further warning by the President that, if Conference did not end promptly at five o'clock, rates would have their seats whisked from them and find themselves either continuing on the ballroom floor to the strains of Winter Gardens dance band or compelled to go to the wind-swept stretches of Blackpool, led to a display of athletics more appropriate to the Tower Circus than to the staid



Display of athletics more appropriate to the Tower Circus

erian plush and gilt with which Conference surrounded. One after another, movers seconds raced to the microphone to shout "I formally move," each followed, sometimes preceded, by a Jack-in-the-box from the platform, jumping up with the cry "The N.E.C. accepts," to an accompanying chant of "Agreed," from the floor. In manner a host of following motions and amendments was swept into adoption and it is able for the breathless reporter merely to list results:

Compensation.—The N.E.C. will "take all" to ensure that in every Act of Parliament Order in Council affecting the function of all authorities, adequate provision is made to set the status, conditions of employment, remuneration, and superannuation rights of all government officers, including those on war service or directed into industry or other work of national importance (North Eastern District, amended by Bethnal Green).

Post-entry Training.—The N.E.C. will try to arrange post-war refresher courses for all officers enlisted, either by war service or pressure of work at home, from carrying on their studies, will ask local authorities to allow officers to attend these courses on full pay. (Lindsey branch, amended by the Metropolitan District and Exeter, Exeter, Southwark, Stepney and Swindon branches).

Equality of Opportunity.—The N.E.C. will consider directing NALGO's educational resources towards securing equality of opportunity for officers in those departments of the service where officers are normally required to hold professional or academic qualifications requiring attendance at a University or other special centre, where service of articles and/or payment of a premium is customary. (Surrey County branch).

International Exchanges.—The N.E.C. will seek arrangements to provide for the interchange of news and information between NALGO and all government officers of other nations, and consider the provision of travelling scholarships for members. (Southall branch and Metropolitan District Committee.)

International Collaboration.—The N.E.C. will

consider making contact with corresponding bodies in Russia, the United States, France, and other suitable countries with a view to mutual collaboration, exchange of visits, information, etc. (Aberllynery, amended by Poole.)

War Memorial.—The N.E.C. will submit to next year's Conference proposals for the provision of a permanent memorial to members who lost their lives in the war, the proposals to embody alternative schemes directed to the wellbeing and welfare of members and their dependants, together with suggestions for raising funds. (Barnsley and District and Sheffield branches.)

Staffs of Education Authorities.—The N.E.C. will endeavour to open discussions with the associations of local authorities and the Minister of Education designed to ensure that undue prominence is not given to teaching experience in making appointments to the staffs of education authorities and that equal opportunity is given to officers who have made the administrative service their career. (North-Eastern District Committee, amended by Ipswich and the Metropolitan District.)

Study for the Warrior

Not all the remaining motions were so readily accepted, however, and the most pointed Presidential glances at the clock could not prevent some debate upon them, however abbreviated.

The N.E.C. had intended to oppose Rochester branch's motion recommending the establishment of one or more staff colleges available to officers returning from war service who sought an opportunity for concentrated study. In moving this, however, J. B. CADIGAN, Rochester, told Conference that he had discussed the position with the chairman of the education committee and had found nothing between the branch and the N.E.C. save a chasm of misunderstanding. The N.E.C. objected to the term "staff colleges." But Rochester did not insist on that: all it sought was an assurance that every man in the Forces should have an opportunity of getting back to his career by the quickest route. The N.E.C. felt that this object might be secured by means of representations to the appropriate authorities. He understood that the education committee was willing to re-examine the question on those lines, and the branch would be happy to let it rest there. C. J. NEWMAN, N.E.C., chairman of the education committee, endorsed this assurance, and Conference agreed that the motion be referred to the Council.

MORE HOLIDAY CENTRES Power to Purchase Restored

P. W. BOND, Metropolitan District, moved that power be restored to the N.E.C. to purchase holiday camps, first accepting Walthamstow's amendment to substitute the more comprehensive term "centres" for "camps." The 23,000 members in the Metropolitan District, Mr. Bond explained, wanted a holiday centre on the South Coast within reach of London, and felt that the N.E.C. should have authority to acquire one should an opportunity arise. Miss C. GREEDUS, Metropolitan District, seconding, emphasised that the motion was not an instruction to buy, but merely an authorisation, so that if an opportunity should arise, the N.E.C. would be able to seize it without having to come to Conference.

E. R. GRAINGER, Kent County, opposing, argued that the future of holiday camps was likely to be very largely in the hands of a few big commercial promoters with whom NALGO could not hope to compete. Moreover, it was bad from the public relations point of view for local government officers to segregate themselves from the rest of the community, even on holiday.

C. W. IDLE, Lambeth, moved an amendment to restrict the N.E.C.'s power to the purchase of sites and the establishment of holiday centres on them. It was wrong, he argued, for NALGO to buy holiday centres ready made. It had done that at Croyde, for which it paid £10,000 for buildings and goodwill. The goodwill was thrown away immediately by the fact that admission was restricted to members and their families, while three or four years later the buildings were thrown away, too, and replaced by new ones. Lambeth's view was that the Council should be allowed to buy sites only, on which it could build the type of holiday centre members wanted.

A. G. BOTTON, N.E.C., chairman of the special activities committee, replying, said that it was in the interests of the Association that it should continue to provide holiday centres for members. This year they would be re-equipping Cayton Bay and they hoped that Croyde Bay would soon be

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handed back by the Army. There was no intention that N.A.L.G.O. should compete with the normal commercial camps: all it sought was to provide for its own members. Mr. BOND urged Conference to resist the Lambeth amendment, since limitation of its powers to the purchase of sites only might delay the acquisition of a suitable centre. Conference agreed with this point and, after rejecting the Lambeth amendment, approved the Metropolitan motion as amended by Walthamstow.

Tribute to Council and Officers

This concluded consideration of the Annual Report, and, after the Report as a whole had been approved and adopted, J. B. PARRY, Glamorgan, moved the customary vote of thanks to the honorary officers and the N.E.C. It was ironical, he said, that he should be chosen for this duty since, although he numbered several members of the N.E.C. among his personal friends, his close contact with them had been limited to two occasions on each of which, together with representatives of his branch, he had appeared "on the mat" before them. He hoped that his selection to move this motion was not the disciplinary action the N.E.C. had in mind for him!

There was a tendency in the Association to regard members of the N.E.C. as being self-elected. That, of course, was not true—they were elected by democratic ballot, and they could be dismissed by the same democratic means. The criticism to which they were sometimes subjected was greatly outweighed by the sincere appreciation felt by all members for the work which they and the honorary officers did.

Mr. Parry included in his appreciation those who had not been re-elected to the Council and those who had not sought re-election, and made special reference to Miss DAWSON and Miss STANSFIELD, each of whom had made such a valuable contribution to the work of the Association, especially on behalf of women.

E. A. S. YOUNG, chairman of the Council, replying, expressed particular pleasure at Mr. Parry's references to Miss Stansfield and Miss Dawson. The Council would greatly miss them, but it warmly welcomed their successors.

WARTIME APPOINTMENTS

Protection for Officers Urged

Returning to the agenda, S. R. GRAYDON, Doncaster, moved a comprehensive motion on temporary appointments which, whilst endorsing the recommendations of the National Whitley Council, that all wartime appointments should be temporary in order not to prejudice the position of officers in the Forces, called for some parallel scheme to safeguard the future of permanent officers willing to accept temporary appointments, and instructing the N.E.C. to formulate such a scheme, by a system of secondment or otherwise.

If the National Whitley Council's recommendation—recently reaffirmed—were to be more than a pious hope, Mr. Graydon argued, some safeguards were essential for those accepting the temporary positions, particularly since it was unlikely that a free market would be restored within the next three years.

H. ALLEN, N.E.C., condemned the motion as very dangerous and equivalent to saying that temporary staff were to have the same security as permanent. Throughout the war, the Association had always frankly warned temporary officers that it would take no action to safeguard their interests which might prejudice the interests of members of the Forces. Now, some 40,000 members in the Forces were beginning to return and a new scheme of recruitment and training was being prepared. The service had suffered since the last war from schemes for making permanent the position of temporary staff, and that must not be allowed to recur. Conference shared this view, and rejected the motion.

W. J. MILLS, Southwark, moved a motion deploring the position which had arisen over a period of years whereby a number of officers, having been engaged in a temporary capacity before the war, were still retained on that basis, and calling for remedial action immediately on the cessation of hostilities. The pre-war temporary appointments to which the motion referred, he explained, were made to fill virtually permanent positions and the retention of their temporary status tended to lower the status of the service. All appointments of this kind should be made permanent after a reasonable period. But his branch did not want anything to be done until all members had returned from the Forces,

and was therefore prepared to accept the North Western and North Wales District Committee amendment, substituting the words "when all permanent officers now on war service have been satisfactorily re-instated" for the words "immediately upon the cessation of hostilities."

A. S. GARNETT, North Western District, moving the amendment, urged that the Association should get this matter settled and out of the way. Did they still stand by their pledges at the beginning of the war that N.A.L.G.O.'s first interest would be the reinstatement and future welfare of all its members in the Forces? Recent developments had caused much concern among members in the Forces. If Conference held to those pledges, it must defeat the motion. Conference agreed with this view and rejected both the motion and the amendment.

Employment and Transfer Controls

H. ALLEN, N.E.C., announced that the N.E.C. supported and would accept the motion on the re-allocation of manpower and control of engagement put forward by Southall branch and the Metropolitan District Committee. This asked the N.E.C. to give early consideration to the implications of the recent Government White Papers on "Re-allocation of Manpower between Civilian Employments during the Interim Period between the Defeat of Germany and the Defeat of Japan" and "Higher Appointments," and also to the position of women under the Employment of Women (Control of Engagement) Order, 1943, with a view to:

- (a) Making representations for the exclusion of appointments in the local government service from the purview of the Appointments Department in the Ministry of Labour;
- (b) Devising appropriate machinery for dealing, through the Association, with the employment and transfer of men and women in the service during such time as control of engagement might continue; and
- (c) Applying to the Minister of Labour for recognition of N.A.L.G.O. as an approved employment agency under the Employment of Women (Control of Engagement) Order.

H. CLIFFE, Bromley, speaking as a delegate of the Institution of Municipal and County Engineers, objected to paragraphs (b) and (c). Many assistants, he pointed out, had suffered financially as a result of war control. Acceptance of these paragraphs might mean that those controls would be continued longer than they would if the Association urged their early removal.

Mr. ALLEN explained that the N.E.C. was willing to accept the motion because it was merely asked to consider the problems raised. That did not mean that it necessarily accepted every detail. The Council was similarly prepared to accept the next motion by the Billericay branch, with an amendment by Hull and District.

Billericay wanted the N.E.C. to urge the Minister of Labour to remove the present restriction imposed by the Undertakings (Restriction of Engagement) Order on the staff of surveyor's departments, so that the engagement of such staff might be under the same conditions as those employed in other departments of local authorities. Hull and District sought to amend this by extending it to all local government technical staffs. Conference agreed with Mr. Allen's suggestion that all these motions and the amendments should be referred to the N.E.C. for consideration.

Jobs for T.B. Sufferers

In the same accommodating mood, both the N.E.C. and Conference accepted an amendment by the North Western and North Wales District Committee to a motion by Fulham branch on the employment of non-infectious tuberculous persons. This, in terms very similar to those of the Fulham motion, invited Conference, recognising the social importance of tuberculosis, to welcome the Government scheme of rehabilitation and to direct the N.E.C. to consider the question of the employment of suitable tuberculous persons in the local government service and to take such action as it thought desirable, in consultation, if necessary, with the associations of local authorities.

Next, H. ALLEN offered support in principle for the Glasgow motion, asking the N.E.C. to invite local authorities to give more consideration to the qualifications and training of nurses appointed to senior posts, and to require supervisors of nurses to hold at least the certificates required to be held by the nurses they were appointed to supervise.

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Copies of general terms and conditions of the appointment may be obtained from the Acting Town Clerk with whom applications should be lodged on or before Saturday, 25th August, 1945.

Municipal Buildings,
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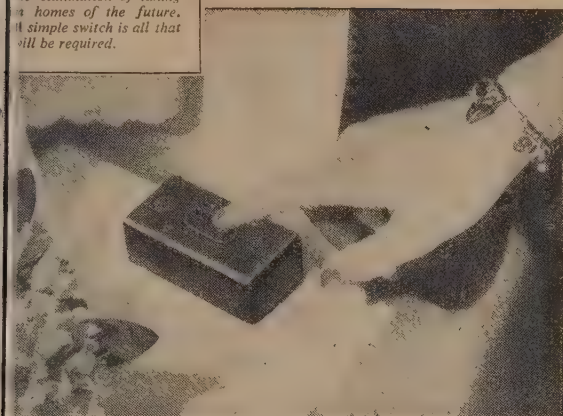
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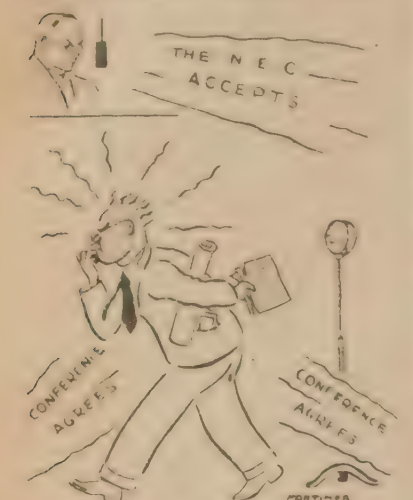
No NALGO Support for Parliamentary Candidates

At the same time, Mr. Allen suggested, it might not be necessary to carry out the terms of resolution literally. No cases of this kind had been brought forward, but if any occurred they would, in the first instance, take local action. Conference agreed.

G. S. REEMAN, Wolverhampton and District, moved that the N.E.C. be given authority to assist at its discretion any member or officer of the Association who sought election to Parliament, irrespective of the political party to which he might belong.

During the post-war years, Mr. Reeman de-

clared, many measures would be introduced into Parliament which would have a profound effect on local government. The service, today, included many able men and women and some of the best brains in the country. If any member or officer of NALGO sought to serve the nation in Parliament, then the Association should assist him. No one was more fitted to look after the interests of the local government officer in Parliament than one who had himself been a local government officer, and any money expended by the Association in the way suggested would be more than amply repaid.



(Dedicated in sympathy to the many delegates unable to get a speech out of their systems on the last day)

clared, many measures would be introduced into Parliament which would have a profound effect on local government. The service, today, included many able men and women and some of the best brains in the country. If any member or officer of NALGO sought to serve the nation in Parliament, then the Association should assist him. No one was more fitted to look after the interests of the local government officer in Parliament than one who had himself been a local government officer, and any money expended by the Association in the way suggested would be more than amply repaid.

R. H. EKE, Abertillery, moved an amendment to delete the words "at its discretion." His branch, he explained, was anxious to preserve the democratic right of every member to forward the Association's policy and did not want to hand over the power to determine who was to be supported and who should not be supported to the N.E.C.

"Must Remain Non-Political"

L. BEVAN, N.E.C., opposing both motion and amendment, reminded Conference that the Association had always been non-political and should always remain so. It possessed no political funds and could find much better use for its money—the proper people to support Parliamentary candidates were the political parties. Were the motion to be accepted, the N.E.C. might well be laid open to the criticism that it was supporting one party more than another.

Conference rejected the Abertillery amendment and in view of the N.E.C. attitude, J. S. HAWORTH, Stourbridge, withdrew his branch's amendment seeking to restrict the support offered to members standing as independent candidates only, while at the same time extending the support to the provision of financial assistance and the services of the Association's officers and staff. A further amendment by the Essex Rivers Catchment Board branch, which would leave to the discretion of the N.E.C. the quality and extent of the assistance offered, was also withdrawn, and Conference rejected the original motion.

Evidently realising that time and the temper of delegates would not permit of a debate on land nationalisation, Glasgow was content formally to move its motion pledging the Association to support the national drive for re-housing, and calling for a reiteration of the demand for the

nationalisation of the land and a claim for the grant of interest-free housing loans to local authorities. For the N.E.C., E. L. RILEY announced that it would accept the motion subject to deletion of the reference to land nationalisation and interest-free loans. Glasgow's spokesman, D. FLITCHER, mildly agreed to this course and Conference approved, a further amendment by Darlaston calling for repeal of the de-rating provisions of the 1929 Local Government Act, having first been withdrawn.

MISS JANE DOWNTON, Luton, called on the N.E.C. to take immediate action to secure uniformity between the areas of district committee and provincial councils. Some reform of local government areas was probable, she declared, and NALGO should be carefully watching the position and be ready to take steps to correlate areas. They were hoping, too, for an improvement in the Association's organisation, with additional districts and greater contact between branches and district officers, and the Council should, therefore, act at once.

H. ALLEN replied that, while the N.E.C. appreciated the intention behind the motion, it was impossible to carry it out at present. Under the rules, the Council already had power to go into the question of areas and would do that as and when it became practicable. Except for London (where it was hoped one day to merge the four district councils into one for the Greater London area) and the North and East Ridings of Yorkshire, there was already almost complete uniformity between the areas of district committees and the provincial councils. With the introduction of a national scale of salaries, the location of a local authority in a particular provincial council area would become less important, and Mr. Allen therefore asked Conference to leave this matter with the N.E.C., on the understanding that, as and when it became possible, it would seek the uniformity that was desired. On this assurance, Conference rejected the motion.

At Mr. ALLEN's request, Conference also

referred to the N.E.C. a notice of motion on branch organisation by the West Lancashire branch. This expressed the view that "the present method of two or more authorities of different types amalgamating for the purpose of forming a branch" was very undesirable, particularly in view of the possible requirements of post-war reconstruction, and asking the National Executive Council to "take immediate steps to rearrange branches in order that various authorities shall not be amalgamated unless their interests are similar."

NEW PRESIDENT INDUCTED

Mr. Harrod's Many Distinctions

This concluded the business of the agenda, and the President at once proceeded to the induction of his successor as President, Mr. F. H. HARROD. In electing Mr. Harrod, said Mr. Garrard, the Association had not only honoured him, but had honoured itself. He was a man distinguished in many fields. In his own sphere of education he was regarded with admiration and respect. He had been for 23 years director of education at Coventry, and was a member of the NALGO's education committee. But they were equally glad to welcome him as an ordinary member of the Association whose record would stand comparison with that of any other member—on the Coventry branch executive for nearly twenty years; twice branch president; chairman of the staff joint committee, a past-chairman of the West Midland district committee, a member of the N.E.C. since 1935, and a member of the NALGO reconstruction committee.

They were putting into the presidential chair a man worthy to occupy it and capable of undertaking its manifold duties. The Association faced a year of great difficulty, but its affairs would be safe in Mr. Harrod's hands. The N.E.C. regarded him as a good pal, a likeable man, and out for the best interests of the whole of the membership. An indication of his quality was the fact that he had persuaded his own local authority to accept NALGO's post-entry training scheme almost in its entirety.

Replying, after Mr. Garrard had adorned him with the presidential chain, Mr. Harrod expressed sincere thanks for the great honour accorded to him. He had never sought the position for himself, but his philosophy of life and citizenship was that no man could be a good citizen who was not prepared to give service first to his family, then to those with whom he worked intimately, and to the community. On that philosophy he had

based his service to NALGO. In NALGO he was not a chief officer but merely an ordinary member. He claimed equality of opportunity, the chief officer in relation to the most junior member of the Association, and he wanted members to be chief officers that opportunity. He had a difficult year in front of him in his own job, administering the new Education Act in a devastated area, but he was glad to tell Conference that his local authority had given him full liberty of action in relation to his duties as their President. He could not promise to be quite such a globe-trotter as Mr. Garrard; but he would constantly endeavour



The "Old G(u)arrard" hands over

to maintain NALGO prestige in local government and in the nation, so that he could hand the badge unsullied to his successor.

Mr. Garrard's Great Services

His first duty as President, Mr. Harrod continued, was to ask Conference to express its appreciation and thanks to Mr. Garrard for the great work he had performed as President. Mr. Garrard had NALGO in his blood. He had experienced a hard and difficult year, in the course of which he had lost his home, during the flying-bomb attacks, but rather than give up time to making another, had gone to live in a flat so that he might give full service to NALGO. His great love of branches and districts had undoubtedly been of immense value to the Association and all would join in expressing to him their tremendous enthusiasm and gratitude for what he had done.

Conference received this suggestion with acclamation and the singing of "For He's a Jolly Good Fellow," to which Mr. Garrard replied with a brief acknowledgment. Mr. Harrod then announced that the Leeds delegates proposed that the Council be asked to explore and if possible to inaugurate a "John Simonds Memorial Fund" from the contributions made at the request of Mr. Simonds' family to the B. & O. Fund. It was agreed. It was announced that next year Conference was to be held at Brighton at the same period of the year as this year's, and Mr. Garrard moved votes of thanks to Canon Yates of Blackpool, who had conducted the memorial service for the late general secretary, to the Manchester Aldermen and Corporation of Blackpool, and to the Winter Gardens Company, to the local conference committee—especially Mr. A. E. FITTON, the conference secretary—and to the Association staff.

MR. FITTON, who was received with a shower of applause clearly demonstrating the appreciation of delegates for the excellent arrangements made, acknowledged the assistance given him by the local conference committee, a happy and efficient team who had worked hard and well to overcome the many difficulties. If delegates had been happy and comfortable, then he had been happy and repaid for his own part.

In this happy atmosphere, NALGO's Conference of 1945 concluded with the local delegates singing at "Auld Lang Syne."



An auburn-haired heiress from Gloucester
Fell in love with a handsome young coster,
But his chin sprouted bristles
That looked just like thistles,
And he never used Jif — so he lost her.



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386 DEATH OF GENERAL SECRETARY

Association's Loss of "Wise Counsellor and Able Leader"

IT is with great regret that we record the death, in University College Hospital, on May 29, of **JOHN SIMONDS, M.A., Barrister-at-Law, General Secretary of N.A.L.G.O.**

Mr. Simonds' death was reported to Conference by the President, Mr. A. A. Garrard, at the opening of the proceedings. For some months, said Mr. Garrard, he had been in indifferent health, but continued to carry on with his work. Early in April he was compelled to take to his bed, and a few weeks later entered hospital to undergo a serious operation from which he did not recover. It was typical of him that even after the operation, and when he was in a state of extreme weakness, he made inquiries about Conference and wished to continue his work on preparations for it.

Mr. Simonds, the President continued, was educated at Hertford College, Oxford, where he graduated with Honours in Jurisprudence and was called to the Bar by Lincoln's Inn in 1907. He became assistant secretary of the National Poor Law Officers' Association in 1910 and secretary two years later. When that Association was amalgamated with N.A.L.G.O. in 1930, he became the Association's deputy general secretary, legal and insurance secretary and general manager of the associated insurance company.

"Able Lawyer and Administrator"

He was called upon to succeed Mr. Hill as general secretary early in 1943, one of the most difficult periods in the history of the Association. It was no light task to fill the place so efficiently held by Mr. Hill for 34 years, but Mr. Simonds did so with credit to himself and advantage to N.A.L.G.O.

To familiarise himself with the work of the Association in the several districts, he arranged conferences at which he met the principal officers of the branches and discussed with them their problems. At these conferences, as many had testified, he won the respect, admiration, and high regard of those who were primarily concerned in the work of N.A.L.G.O.

Mr. Simonds was an able lawyer, an authority on superannuation, a wise counsellor, and a first-class administrator. These gifts he brought to the service of the Association and by them he would be remembered; but he would be remembered also by those qualities of character which marked him out as a great gentleman. His innate modesty, great courtesy, generous spirit, deep loyalty, and personal charm of manner endeared him to all with whom he came into contact.

By special request of Mr. Simonds' family, the funeral was absolutely private and no flowers were sent. The family expressed the wish that any money which would have been spent on flowers should be given to the Benevolent and Orphan Fund, which was very dear to Mr. Simonds' heart. There had already been a splendid response from the branches.

Memorial Service at Blackpool

On the morning of Thursday, June 14, the proceedings of Conference were interrupted at noon and some hundreds of delegates attended a memorial service at St. John's Church, Blackpool, conducted by the Vicar of Blackpool, Canon W. Yates.

The address was delivered by Mr. Colin Roberts, immediate past president, and a close personal friend of Mr. Simonds for many years.

Mr. Roberts said that he first met John Simonds at a district meeting of the Kent branch of the Poor Law Officers' Association in 1912. They became friends at once, and that friendship deepened with the years.

Few men in his life had made a deeper impression on him for good. He combined in one personality all the qualities which go to make an Englishman. He was a keen sportsman, an able and accomplished lawyer, a capable administrator, a sincere friend, a courteous host, and an upright, strong, kindly, and fearless man.

He never wavered in well-doing, and was ever ready with sound advice and open purse to help those less fortunate than himself. Apart from his upright and sterling character, kindness was his leading characteristic.

He would be remembered by N.A.L.G.O. for his great work as legal secretary, but his organising and business abilities (qualities familiar to those associated with him in the Poor Law Officers'

Association) were only just becoming known to the ordinary member, though they had already gained for him the confidence of the National



Mr. JOHN SIMONDS

Executive Council. The management committees of the ancillaries never failed to acknowledge his sound advice and assistance, and the success and future of Logomia were particularly dear to him.

There was nothing spectacular about his work. It was, like himself, quiet, efficient, and accurate, though one exception stood out in memory: his address to some 150 Members of Parliament when he was advocating fair transfer conditions for poor law officers. His exposition was so brilliant and successful that the conditions were materially improved, and many valuable precedents were secured for similar Acts of Parliament for the future.

Protection for Members in Forces

It was fitting that his last outstanding Parliamentary work should have been for the protection of members serving in H.M. Forces. Early this year, mainly as a result of his efforts, there was placed on the Statute Book the "Compensation of Displaced Officers (War Service) Bill." The preparation of that measure involved Mr. Simonds in many hours of labour, but it was a labour of love which he was proud to carry out.

His interest in association football was another link between them. He was a great believer in maintaining the amateur status of the game, and when the last war broke out was taking a leading part in the controversy over the formation of an amateur association on Rugby Union lines. He never tired of recalling his games with G. O. Smith and other giants of the past.

He served throughout the last war in the Forces, attaining the rank of major, and immediately recruiting began during the present war for the L.D.V. (later Home Guard) he was amongst the first to join. Every moment not taken up with work for N.A.L.G.O. was given to training men in defence of the vulnerable coast line of Devon. He never asked anybody to do a thing he was not prepared to do himself. He spent nights watching with the rest of the men in his section and digging trenches with them. When he left Croyde to return to Headquarters in 1943 there was genuine regret on the part of the local inhabitants.

"I speak for all members, councillors, and staff," Mr. Roberts concluded, "when I say we have lost a wise counsellor, an able leader, and a sincere friend, and share with his daughter and those nearest and dearest to him the mourning for his untimely death. It will be many days before we see his like again."

NATIONAL EXECUTIVE COUNCIL, 1945-6

The result of the election of honorary officers and the National Executive Council for 1945-6, with the names received, is given below, (names of new members being printed in italics). Accounts of the careers of new members will be published next month.

HONORARY OFFICERS

PRESIDENT: F. H. Harrod, M.C., B.A., direct of education, Coventry, unopposed.
VICE-PRESIDENTS: D. J. Parry, M.A. B.Sc., clerk, Glamorgan, 102,713; C. J. Newman, clerk, Exeter, 81,510.
TRUSTEES: A. G. Bolton, sen. accountancy assist. treasurer's dept., Harrogate; G. Llewellyn, ch. clerk, accountant's dept., Monmouth C.B. A. Pinches, chief rate collector, Croydon, unopposed.
HON. TREASURER: S. Whitehead, F.I.M.T./F.S.A., treasurer, Hammersmith, unopposed.
HON. SOLICITORS: England, P. H. Harrod, tax. clerk, Hampstead; Wales, D. J. Parry, M.A. B.Sc. county clerk, Glamorgan; Scotland, R. McGil county clerk, Moray and Nairn all unopposed.

NATIONAL EXECUTIVE COUNCIL

Metropolitan—A. E. Odell, committee clerk, Southwark M.B., 16,688; E. A. S. Young, dep. direct of education, Willesden B., 15,071; A. Pinches, ch. rate collector, Croydon C.B., 13,255; G. W. Phillips, supt. attendance and by-laws dept., Westminster B., 13,105; W. Strother, bor. surveyor, Bethnal Green B., 12,776; H. Blizard, princ. asst., town clerk dept., Hendon B., 12,255; W. Pitt-Steele, secretary, Aldersbrook Hospital, East Ham C.B., 11,293; R. D. Brown, chf. clerk, engineer's dept., Barkin C.B., 10,656; J. W. Edmonds, 2nd class clerk, Port of London Authority, 10,084; Miss M. Anderson, supt. meals, West Ham C.B., 7,784.
North Western and North Wales—J. Underwood, chf. internal audit clerk, Blackpool C.B., 21,128; L. M. Taylor, first committee clerk, town clerk's dept., Salford C.B., 20,966; E. L. Riley, supt. of lettings, housing dept., Liverpool C.B., 20,822; J. H. Tyrrell, dep. public assistance officer, Lancashire C.C., 20,072; H. Russell, secretary, gas dept., Stockport C.B., 18,763; W. Rowlands, chf. financial officer, Rhyl D.D., 7,930; E. M. Mason, traffic supt. transport dept., Manchester C.B., 16,865; W. Threlfall, chf. librarian, Stretford B., 15,557; A. Clark, chf. admin. asst., engineer's and surveyor's dept., Bolton C.B., 13,473; F. Sharpe, chf. admin. officer, electricity dept., Oldham C.B., 8,472.

North Eastern—J. Y. Fawcett, chf. cashier, South Shields C.B., 5,817; F. Bainbridge, committee clerk, Durham C.C., 5,324; E. M. Herson, chf. director of education, Sunderland C.B., 2,747.
Yorkshire—H. Allen, sen. clerk, treasurer's dept., West Riding C.C., 13,589; A. G. Bolton, chf. accountancy assist., Harrogate B., 13,589; T. Nolan, chf. clerk and accountant, electricity dept., Leeds C.B., 13,478; W. R. Bevers, hospital steward, Sheffield C.B., 11,317; E. M. Bourne, asst. accountant, Hull C.B., 9,650; F. Mann, div. officer for education, West Riding C.C., 8,419; F. C. Corbishley, chf. clerk, secretarial section, treasurer's dept., York C.B., 8,415.

East Midland—J. Pepper, sen. committee clerk, Nottingham C.B., 8,324; M. Joyce, superannuation officer, Lincoln C.B., 7,039; R. Evans, rating and valuation officer, Blackwell R.D., 4,851; G. T. Belton, dep. clerk and rating and valn. offr., Basford R.D., 4,631.
West Midland—H. R. Jones, accountancy asst., Wolverhampton C.B., 7,713; W. B. Veeley, treasurer, West Bromwich C.B., 6,394; T. W. Master, audit asst., Coventry C.B., 4,772; R. L. Evans, first class clerk, Warwick C.C., 3,907.

Eastern District—E. F. Bacon, chf. officer for junior welfare, Norfolk C.C., 6,743; A. E. Norrington, dep. director of education, Luton B., 4,042; A. Danton, chf. sanitary inspector, Chislehurst R.D., 3,302.

South Eastern—W. O. Dodd, dep. town clerk, Brighton C.B., 5,559; J. Young, clerk, clerk's dept., Kent C.C., 4,817; N. W. Bingham, clerk, education committee, Kent C.C., 3,861.

Southern—J. H. Warren, town clerk, Slough B., 4,758; Miss F. L. Gotes, school nurse, Reading C.B., 4,411; J. W. Moss, education officer (Chipping Wycombe), Bucks C.C., 3,091.

South Western—R. T. Shears, princ. asst. clerk's dept., Devon C.C., 4,744; C. J. Newman, town clerk, Exeter C.B., 4,033; L. C. St. Ledger, Yeand, clerk, Sodbury R.D., 2,673.

South Wales and Monmouthshire—L. Bevan, clerk and steward, Hensol Castle M.D., Glamorgan C.C., 5,503; G. Llewellyn, chf. clerk, Glamorgan C.C., 4,411; H. W. John, sen. clerical officer, engineer's dept., Cardiff C.B., 4,334.

Scottish, Glasgow area—S. M. Brodie, sen. Glasgow, unopposed; East and North—R. Adams, clerical assistant, Edinburgh, unopposed; J. Brown, chf. committee clerk, Lanark C.C., unopposed. Additional representatives nominated by district committees: R. F. Donnelly, inspr. of accounts and measures, Kilmarnock; J. Penny, chf. assessor's dept., Dundee.

In the separate election for women representatives Miss E. Dawson, Leeds, and Miss E. I. N. Bradshaw, Cheltenham, topped the poll with 65,599 and 26,817 votes respectively. Miss Bradshaw had been elected in the ordinary election, notwithstanding to take her seat on the Council.

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Far-Reaching Scheme for Reinstatement and Retraining of All on War Service

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for the reinstatement and resettlement of all local government officers returning from every kind of war service—embracing regrading and promotion, "refresher" and other training on full pay, facilities to sit for university degrees, and machinery to deal with grievances—was approved by the National Whitley Council on May 29. The scheme has been passed on to the provincial

and all local authorities.

On the committee which prepared the recommendations on salaries and conditions of masters and non-teaching staffs of local authority institutions to prepare a preliminary report, designed to meet the criticisms of it.

Appointed a sub-committee to negotiate national salary scales and service conditions for all officers earning up to £700 a year; and

Recommended the immediate restoration of normal annual leave up to a maximum of four

weeks. The scheme covers all officers returning fit for duty, and thus supplements the earlier scheme, approved a year ago, which was confined to those discharged unfit.

It applies to all officers, and not merely those covered by the Reinstatement in Civil Employment Act, 1944, which dealt only with those who have served in the Armed Forces or in civil defence. Thus, local government officers who joined the Forces before May 25, 1939, who undertook full-time civil defence duty before April 10, 1941, who have served in the Merchant Navy, or who volunteered for or were directed into industry or any other form of national service, will be included in the scheme, although they are outside the scope of the Reinstatement Act.

On reinstatement, the National Council recommends:

1. That each local authority shall either empower its establishment committee or appoint a rehabilitation committee to deal with officers who resume their former service:

(i) this committee shall review the case of the officer and recommend to the local authority the grading and salary appropriate to his regraded position;

(ii) in any incremental advantage he has received, or would have received under any scale in operation when he ceased to serve the authority;

(iii) any re-grading he would have had had he remained in the service of the authority;

(iv) the promotion of non-serving officers or any permanent appointments which may have been made in his absence and which might adversely affect his promotion prospects;

(v) the time which has elapsed and the salary standards now generally obtaining in the adoption of provincial council

recommendations. If an officer aggrieved by the local authority's decision shall be entitled to appeal through the local joint committee (where one exists) or through his organisation to the establishment or rehabilitation committee. In the event of agreement not being reached, his case shall be reported to the provincial council.

The spirit of resettlement, the National Council points out, requires that servicemen shall be warmly welcomed back by their employers and by their non-service colleagues and every opportunity given to them to rehabilitate themselves gradually and become accustomed to their new atmosphere and work. Refresher courses will be necessary to acquaint them with new departmental practice and routine, and in many cases interrupted courses of training for professional and academic examinations will need to be completed. Recommendations under this head include:

1. Local authorities should encourage the establishment of special courses of study, including "refresher" courses, and short period schools organised for the study and discussion of problems arising from the functions exercised by the various departments. Day-time as well as evening studies should be encouraged.

2. Where a junior officer has not obtained the preliminary qualification appropriate to the technical, professional or administrative course for which he proposes, even to study, he should be advised as to special classes for that purpose and given financial assistance by the local authority to proceed to obtain a qualification appropriate to the branch of the service in which he is engaged.

3. Local authorities should give financial assistance in approved cases to enable officers to acquire an appropriate professional qualification, or to proceed to a University Degree or Diploma in Public Administration. In special circumstances it is suggested that selected officers should be seconded to University public administration courses.

4. The Minister of Labour and National Service in conjunction with other Government Departments has promulgated a scheme for further Education and Training under which grants will be payable for approved and instructional courses, and local authorities should encourage their return officers to take full advantage of this scheme where the local authority is not in a position to provide the necessary courses.

5. The necessary leave of absence with full pay should be granted by local authorities.

6. The Education Act, 1944, makes provision for further education and local authorities should be urged in respect of their staffs to take full advantage of the machinery which may be set up, particularly in relation to the study of public administration and civics.

7. Any period of service in the Forces or in civil defence force shall not be regarded as a break in service for the purposes of the qualification for sickness payments and annual leave.

It is the National Council's view that if foregoing recommendations are to be effective and produce the results which are expected, provincial councils will require to exercise guiding and co-ordinating function in their respective areas, and the National Council of the provincial councils to act in this capacity. It may be that the provincial councils will find it desirable to consider, in consultation with groups of local authorities, the possibility of organising special courses of study, including refresher courses, on the lines of recommendation 1. above.

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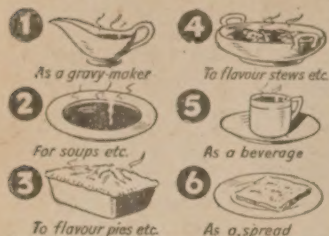
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Winegarten's stocks even today remain notably comprehensive. For example:—WATCHES: Winegarten's precision Watches are renowned throughout the Empire and on the seven seas. If a new Watch is an urgent necessity we can supply it, otherwise keep your old Watch in service. We are still maintaining our Watch repair department, for the servicing of watches of our own make only, working as will be appreciated under great strain, but all the same with great success.

ENGAGEMENT RINGS, WEDDING RINGS and SIGNET RINGS: We hold one of the largest selections in the country.

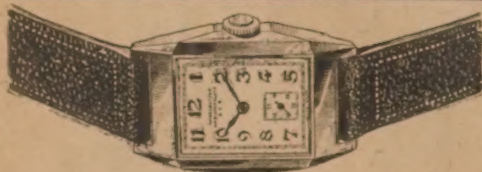
CUTLERY: Fitted canteen cabinets in our pre-war grades are still available. Also Silverware, Pewter and Plate. The Winegartens range is still astonishingly attractive.

The 20 per cent. cash discount to public officials and members now serving in H.M. Forces still applies for most goods with notably few exceptions. Apply for Privilege Ticket, stating official department.

Catalogues: The issue of Catalogues has been temporarily suspended. A personal visit is recommended, but orders by post can be concluded with equal satisfaction. Write us your requirements as detailed as possible, and we will answer with particulars and quotations. Goods ordered by Post, if not suitable, money refunded in full.

HOURS of business: Monday to Friday, 9.30 a.m. to 5 p.m. Saturday, closed all day.

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Fitted with Winegartens
High-grade Jewelled
Lever type Movement £25 0 0.



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High-grade Jewelled
Lever type Movement
£25 0 0.



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DIAMOND RINGS
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SINGLE STONE
DIAMOND RING WITH
SET SHOULDERS.



THREE STONE
DIAMOND RINGS
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Large Range of Fitted Canteens
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